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1982

PROFESSIONAL INCOME OF ENGINEERS

AAES

a survey conducted by the
ENGINEERING MANPOWER
COMMISSION

OF THE

AMERICAN ASSOCIATION
OF
ENGINEERING SOCIETIES, INC.

PROFESSIONAL INCOME OF ENGINEERS

1982

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies, Inc.

345 East 47th Street
New York, New York 10017

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES, INC.

The American Association of Engineering Societies (AAES) is a national federation of 43 organizations representing nearly one million engineers.

As a central coordinating organization, AAES focuses the resources of the engineering societies on technological issues of national and international importance.

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The Engineering Manpower Commission was organized in 1950 to serve as a focus for national technological manpower issues.

The Commission's program is carried out through the collection, analysis, and publication of significant data on engineering manpower, as well as the development of programs and policies designed to acquaint the public with the importance of engineering to the national welfare.

The Engineering Manpower Commission is charged with the following responsibility:

> *"To engage in studies and analyses of the supply, demand, and utilization of engineering and technical manpower; to make recommendations, conduct programs and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Engineering Affairs Council of AAES."*

1982
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ACKNOWLEDGEMENTS

This survey was conducted, and the report prepared and edited by Judith A. McCormick of the AAES Manpower Activities' staff, under the general supervision of Patrick J. Sheridan, Director of Manpower Activities. Overall direction for this survey was supplied by the Surveys Committee of EMC, chaired by Luke Noggle, and the Salary Survey Committee of EMC, chaired by Kenneth Foster. AAES staff member Carolyn J. Heydt assisted in the data processing and development of the necessary statistics.

The computer program employed in processing the salary data was written by Richard C. Fremon, the Immediate Past-Chairman of the Engineering Manpower Commission.

We are especially grateful to the many salary administrators who provided the basic salary data on which the report is based. It is apparent that without their cooperation our annual salary surveys would not exist.

NOTE TO READERS

Special breakdowns of the data by degree level, supervisory status, industry group, state or region are available. The costs of these special summaries vary according to specific requirements. If you are interested, or would like further information, please call the Manpower Activities' staff at (212) 705-7104.

Raw data tables and matrix tables for any of the curves in this report may be purchased at $5.00 per table.

EMC reports salary data as furnished by the survey respondents and tries to ensure that respondents represent a "typical" cross-section of their industry group. However, users should note that data reported in some year brackets may be based on relatively small samples and, therefore, should be used with caution. Industrial salaries tend to vary greatly by supervisory status, degree level, and geographic region, so salary patterns may be influenced by the interaction of variables whose effect is impossible to separate without detailed analysis beyond the scope of this report.

The Engineering Manpower Commission is always interested in improving its survey coverage. If you would like to add your company to our list of participants, please write to the Engineering Manpower Commission at 345 East 47th Street, New York, New York, 10017. We welcome your comments regarding this report and your suggestions for improving future surveys and reports.

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PROFESSIONAL INCOME OF ENGINEERS

Introduction

This survey is the sixteenth published to provide basic salary information on engineering graduates in the United States. Salaries are analyzed on the basis of experience, defined as the number of years since attaining a baccalaureate degree. As in previous surveys, respondents were asked to submit separate breakouts of information for supervisory and non-supervisory engineers by three degree levels -- bachelor's, master's, and doctorate.

Following past practice, data are presented in graphic and tabular form to show upper and lower decile, upper and lower quartile, median, and mean salaries by years since baccalaureate degree.

It should be noted that salaries include base salary and regular allowances, but not overtime nor other unpredictable payments. The salaries reported are those in effect February 1, 1982.

The purpose of this report is to show the present level of engineers' salaries and, in addition, to indicate their trend over past years. Although this and previous surveys may not be exactly comparable because of changes in the reported industry groups, the size of the total sample and the consistency with which many companies and agencies have participated throughout the survey series lead us to believe that changes in the composition of the survey group have not materially altered reported medians.

In publishing these results, EMC is attempting to show only what prevailing salaries paid to individuals are, and not what they ought to be. We recognize that salaries paid to individuals are, in the final analysis, affected by their specific duties and their effectiveness in performing them. These factors can be resolved only by the engineer and his or her employer. Therefore, EMC does not undertake to evaluate individual salary situations, nor to advise employers on the salaries they should pay for specific positions.

History of the Survey

Throughout its history, the Engineers Joint Council, and now the American Association of Engineering Societies, has conducted studies related to the economic status of engineers. In 1949, EJC published The Engineering Profession in Transition. Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, Employment, Education and Income of Engineers 1949-50 -- A Survey of Engineering Society Members of Full Professional Grade.

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the "Professional Income of Engineers" series was completed by EJC in 1953; the second was issued in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of the information, it was decided that surveys should be conducted biennially. In 1957, the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted surveys and published salary reports since 1958, including Special Industry Reports since 1966. The most recent advance in the history of the engineers' salary survey came in 1980 when, in response to many requests from survey users, it was decided to conduct the survey on an annual basis. The 1982 report is the result of the second annual survey.

Coverage and Response

In all, nearly 1,000 establishments (including government agencies and educational institutions) representing over 135,000 engineers participated in the 1982 survey. A complete distribution is shown on page 10. The enthusiastic response from employers of engineers makes the Engineering Manpower Commission's salary survey the most comprehensive in the United States.

Survey Methodology and Timing

Questionnaires were mailed in February of 1982 to a list of nearly 4,000 engineering employers. One follow-up mailing to non-respondents was made. Replies were accepted through early May.

Salary figures were reported by employers on two forms designed to obtain information on earnings of all employed graduate engineers (please see facsimile questionnaires at the end of this report). Form A was used for non-supervisory engineering graduates, while Form B covered those in supervisory positions. The supervisory group consisted of engineering graduates whose supervisory or managerial functions were of primary importance. The specific definition of this group is dependent on the practice of each responding organization. Both forms allowed for separate tabulation of engineers by highest earned degree.

Survey participants were asked to submit salary information based on baccalaureate year wherever possible. Some organizations, however, were only able to supply data on the basis of age. In such cases, age 22 was considered the equivalent year of "0 years since B.S.," or 1981 bachelor's degree graduation. All returns were carefully edited before keypunching, and checks were made throughout the data processing to ensure accuracy of the results. Because there are always a few individuals whose degree and salary patterns differ from the norm, inclusion of their data in the report may occasionally produce an atypical curve, particularly in the instances of small samples.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or 200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general, we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology that from significant changes in compensation practices. Therefore, the data presented in this report are based on four-parameter smooth curves calculated by a least-squares method. Each curve has the form

$$y=ax^z + bx + c$$

with y equal to the reciprocal of the salary and x equal to (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters, a,b,c, and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. The differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or supervisors apparently receiving lower salaries that non-supervisors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer that five salaries in a given year column.

Method of Presentation

Curves and tables for the Professional Income of Engineers are grouped under various categories, starting with the broadest possible grouping of "All Industry." This, in turn, is broken down into "All Manufacturing Industry" and "All Non-Manufacturing Industry." Each of these is further subdivided into several major groupings of related industries and finally individual industries are shown to the extent consistent with the data. This arrangement allows us to provide the maximum useable detail from the survey.

Data for selected industry groups are presented in plotted curves with either one or two accompanying charts. These plotted curves also appear in the report Engineers' Salaries: Special Industry Report, which is the most detailed and comprehensive of our salary publications. The Special Industry Report additionally provides breakdowns by degree level, and trend curves depicting salaries in selected industry groups since 1960.

Each set of curves is defined according to the industry group, supervisory status, degree level or geographic region covered. Respondents constituting each industry group are listed in the appendix. This enables users to determine whether their own organization is reasonably comparable with the group covered by the curves.

Please note that the respondents themselves designated their employment groups by choosing from a list on the questionnaires.

Below each set of curves are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own employees is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $83,000 or below $16,000, which were the limits established by the questionnaire form. The plotted curves and data tables are terminated where they go beyond these limits. Data for more detailed groups not covered by the plotted curves are presented in tabular form only.

To protect the confidentiality of the data provided by individual companies, we require that there be at least five employers in an industry group before salary curves are produced. The confidentiality of individual salary schedules is protected at all times.

Effect of Inflation

The Consumer Price Index increased 256.9 percent since 1953 when the Engineering Manpower Commission conducted its first survey of professional engineering salaries. The following table shows the annual change since 1953 in the CPI using a base of the 1967 annual average equal to 100 percent. The change from February, 1981 to February, 1982 was 7.7 percent, the same rate at which engineers' salaries increased.

Consumer Price Index[1]

Year	1953	1954	1955	1956	1957	1958	1959	1960	1961	1962
Index	79.4	80.6	80.1	80.3	83.1	85.8	86.7	88.0	89.3	90.1
Percent Change	0.8	1.5	-0.6	0.2	3.5	8.2	1.0	1.5	1.5	0.9

Year	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972
Index	91.2	92.5	93.6	95.0	98.7	102.3	107.1	113.9	119.4	123.8
Percent Change	1.2	1.4	1.2	2.6	2.8	3.7	4.7	6.3	4.8	3.7

Year	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982
Index	128.6	141.5	157.2	167.1	177.1	188.4	207.1	236.4	263.2	283.4
Percent Change	3.9	10.0	11.1	6.3	6.0	6.4	9.9	14.2	11.3	7.7

[1] 100% is equal to 1967 yearly average; all indices shown are for February of the given years.
Source: Consumer Price Index for All Urban Consumers.

Inflation has taken its toll on engineers' salaries over the years. Its effect has been devastating, particularly in recent years, with double digit inflation in 1980 and 1981.

Although the average engineer hired in 1953 received about 943 percent in salary increases over the 1953 salary base, these increases in real dollars (purchasing power) amounted to 195 percent. This and similar statistics for varying lengths of experience are shown in the chart below.

ANALYSIS OF LIVING COST EFFECT ON ENGINEERING SALARIES FROM START DATE TO PRESENT

Year Start as an Engineer	No. of Years Exp.-1982	Start Rate Current $	Start Rate Constant* $	1982 Rate** Current $	1982 Rate** Constant* $	Percent Increase Current $	Percent Increase Constant* %
1953	29	4,050	5,056	42,250	14,908	943	195
1958	24	5,850	6,740	41,717	14,720	613	118
1964	18	7,300	7,858	40,250	14,203	451	81
1970	12	10,500	9,028	36,333	12,820	246	42
1980	2	19,800	7,997	26,350	9,298	33	16
1982	#	24,100					

* Based on 1967 annual average = 100%. In all cases other than 1982, annual average CPI's have been used.
** Rate in effect February, 1982.
# Less than one year.

Start rates from 1972 to 1982 have increased at an annual compounded rate of 8.5 percent. In terms of real dollars, this amounted to no change in the ten-year period, as shown in the table below.

EFFECT OF CONSUMER PRICE INDEX* ON MEDIAN ENGINEERING START SALARIES

Year	Zero Experience	Adjusted Zero Experience	% Annual Compounded Change	% Adusted Annual Compounded Change
1972	$10,700	$8,799	-	-
1982	24,100	8,792	8.5	0

* Based on 1967 = 100%

Explanation of Charts and Tables

Most of the industry group headings are self-explanatory, but the following warrant further explanation:

Weighted National Averages. These unique curves were generated by weighting each employment group according to our best estimate of the total engineering population in that area, based on available national data. This method compensates for the different response rates from the various employment areas and thus provides the best overall indicator of salary patterns for all engineers in the entire United States. Salaries of engineers in education on a 12-month basis only are included, to ensure consistency with salaries in industry.

All Industry, All Manufacturing, and Non-Manufacturing Industry. These major groups should be used as the best indicator of engineering salaries in industries that are not covered separately.

Large Industrial Employers. Respondents with 5,000 or more employees.

Medium Industrial Employers. Respondents with between 500 and 4,999 employees.

Small Industrial Employers. Respondents with fewer than 500 employees.

Aerospace. This group consists of companies that identified Aerospace as their primary or only industry group, plus respondents in other groups that identified Aerospace as their secondary industry group.

Mechanical Industry. This group consists of Instruments and Machinery.

Miscellaneous Manufacturing. This group consists of companies that manufacture ceramic products, rubber and plastic products, and textile products. Also included are companies that specifically designated their industry as "Other Manufacturing."

Other Manufacturing. This group includes Automotive and Railroad Equipment, Paper and Wood Products, Shipbuilding, and Miscellaneous Manufacturing companies.

Petroleum. This group consists of companies that identified Petroleum as their primary or only industry group, plus respondents in other groups that identified Petroleum as their secondary industry group.

Research and Development. This group consists of companies that identified themselves as research laboratories and companies that identified research as their secondary industry group.

Definitions

In the interest of consistency, the following definitions are used in the EMC salary surveys:

1) Salary. Base salary paid by employer before deductions, and allowances, including cost-of-living differential, if any. Unpredictable payments for overtime work, stock options, etc., are not included.

2) Chart Data.

   a) Median. The point in any array of data above and below which half of the series is located.

   b) Quartile.

      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.

      Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.

   c) Decile.

      Upper Decile: The point in any array of data above which one-tenth of the series is located and below which nine-tenths of the series is located.

      Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

   d) Mean. Sum of data in array divided by number of points.

3) Engineers. Those holding a minimum of a bachelor's degree in a recognized field of engineering.

4) Years of Experience. The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but are, of course, older. In 1982, an engineer with 0-years of experience is equivalent to one who has received his bachelor's degree in 1981 or the first quarter of 1982.

5) Supervisor. Includes those whose duties are primarily supervisory or managerial, regardless of whether or not they are in a specific engineering position.

Identification of Respondents

Industrial respondents are listed in the appendix to this report, grouped according to the principal categories in which their data are reported. Data for those respondents whose industry group was not known are only included in weighted national averages, and they are not listed in the appendix.

Survey Forms

Facsimiles of the forms used in this year's survey are reproduced in the appendix.

Plotting Sheets for Individual Use

Blank charts identical to those used for the curves in this report are included in the appendix to assist users in plotting special curves for their own use.

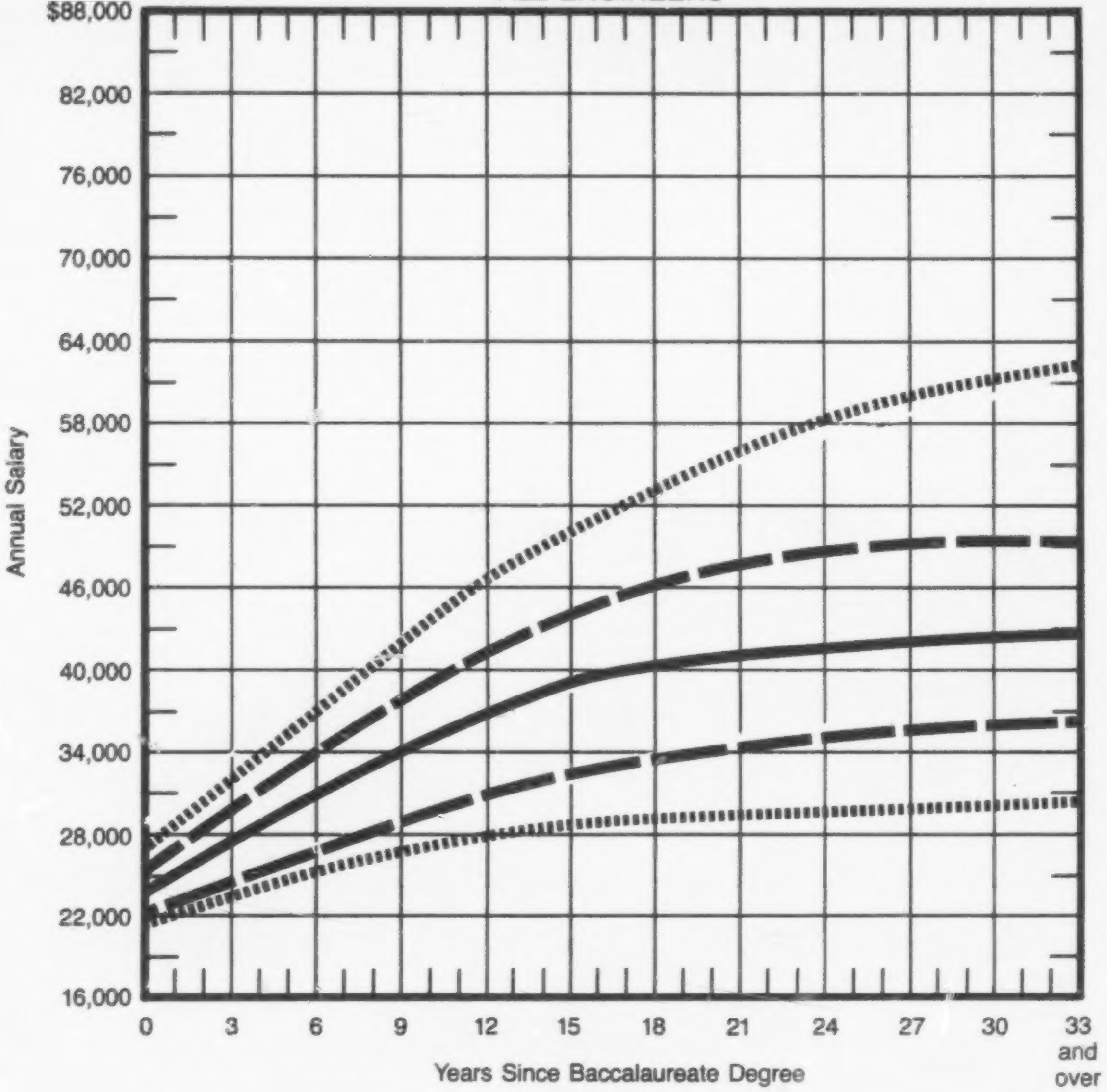
DISTRIBUTION OF SURVEY RESPONSES

	Number of Engineers Represented	
All Respondents	134,302	
All Industry	98,976	-- 74% of total
All Manufacturing	53,345	-- 40% of total
Aerospace	2,995	
Auto & RR Equipment	187	
Chemicals	8,189	
Electric Equipment	1,039	
Electronic Equipment	22,961	
Food	355	
Mechanical	4,361	
Metal Industries	4,747	
Petroleum	2,422	
Shipbuilding	1,705	
Misc. Manufacturing	4,384	
All Non-Manufacturing	45,631	-- 34% of total
Communication	8,128	
Construction	2,123	
Consultants	7,984	
Engineering Services, Other	1,016	
Electric Utilities	12,578	
Gas Utilities	1,592	
Mining	190	
Research Organizations	12,020	
Education	16,999	-- 13% of total
All Government	9,051	-- 7% of total
Federal	5,952	
State	2,316	
Local	783	
Others (included only Weighted National Averages)	9,276	-- 7% of total

PLEASE NOTE: Percentages are rounded to the nearest percent and so do not total 100%. The distribution shown above represents primary industry group identification only. Industry groups not reported due to small samples are not included in this table, although their data has been included in the Weighted National Averages and may have been included in other broader groups. (For further information on composition of specific industry groups, please see the preceding introduction.)

WEIGHTED NATIONAL AVERAGES

WEIGHTED NATIONAL AVERAGE
ALL ENGINEERS



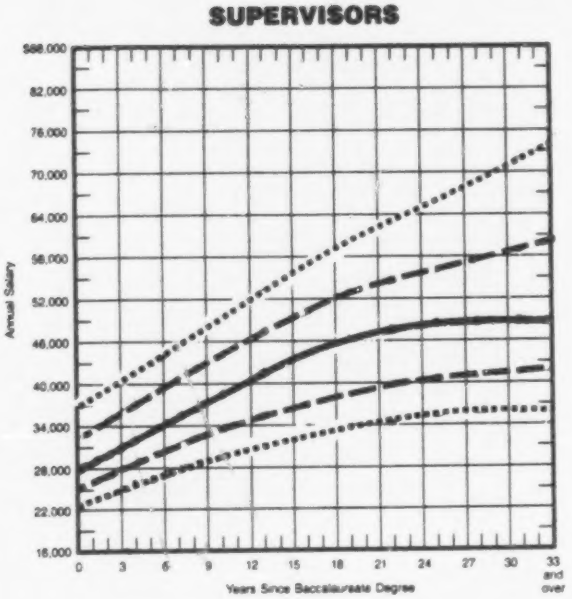
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27950	29550	31200	32850	34500	36150	37800	39450	41050
UPPER QUARTILE	25550	27000	28450	29900	31350	32600	34200	35550	36900
MEDIAN	24100	25250	26350	27500	28600	29700	30600	31850	32850
LOWER QUARTILE	22800	23650	24450	25300	26100	26900	27700	28450	29150
LOWER DECILE	21350	22100	22800	23450	24100	24700	25250	25800	26250
MEAN	24350	25550	26750	27900	29050	30200	31300	32400	33400
TOTAL NUMBER	17658	21903	20418	17618	15166	12784	11684	13305	12733
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	17	38	34	11	24	10	4	13	9

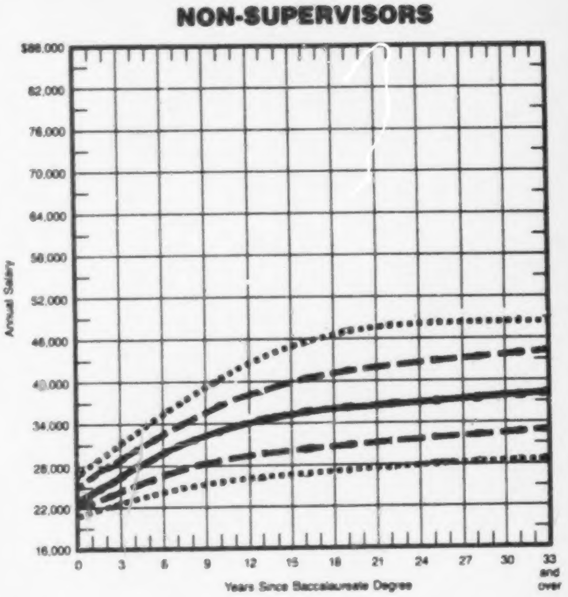
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44150	48300	51850	54750	56950	58550	59700	60650	61300
UPPER QUARTILE	39400	42650	45200	47100	48450	49350	49450	50350	50600
MEDIAN	34700	37150	39050	40400	41350	41900	42200	42350	42400
LOWER QUARTILE	30500	32250	33650	34650	35300	35700	35850	35900	35800
LOWER DECILE	27150	28150	28550	29450	29800	30050	30250	30350	30400
MEAN	35350	37900	39950	41550	42750	43600	44100	44500	44650
TOTAL NUMBER	36083	33534	30546	26072	27644	20389	18859	27543	23555
OVER $83000	0	10	53	120	317	277	284	605	625
UNDER $16000	5	9	9	9	4	8	25	17	52

LEGEND

▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
▬▬▬▬	Median
– — — —	Lower Quartile
▮▮▮▮▮▮▮▮	Lower Decile

WEIGHTED NATIONAL AVERAGE





LEGEND

- ▪▪▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ━━━━ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪▪▪ Lower Decile

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38200	39250	40300	41400	42550	43650	44850	46000	47250
UPPER QUARTILE	33300	34400	35500	36650	37800	38950	40050	41200	42350
MEDIAN	28450	29600	30700	31850	32950	34100	35200	36300	37350
LOWER QUARTILE	25150	26200	27200	28200	29150	30100	31050	31950	32800
LOWER DECILE	22400	23750	24550	25350	26150	26900	27650	28350	29050
MEAN	29950	30950	31950	32950	33950	34950	35950	36950	37950
TOTAL NUMBER	169	339	549	785	982	1239	1520	2173	2556
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	4	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49700	53450	57200	60850	64350	67450	70050	72550	74000
UPPER QUARTILE	44550	47750	50600	53050	55100	56650	57750	58600	59000
MEDIAN	39400	42150	44450	46200	47500	48350	48850	49100	49100
LOWER QUARTILE	34450	36500	38150	39400	40250	40950	41200	41450	41600
LOWER DECILE	30300	31550	33250	34200	34900	35350	35600	35800	35900
MEAN	39400	42650	45050	47150	48800	50050	50850	51450	51600
TOTAL NUMBER	9873	12353	12580	10909	11468	8946	8139	12077	9892
OVER $83000	0	10	53	120	317	270	280	591	611
UNDER $16000	0	0	0	0	4	8	21	17	29

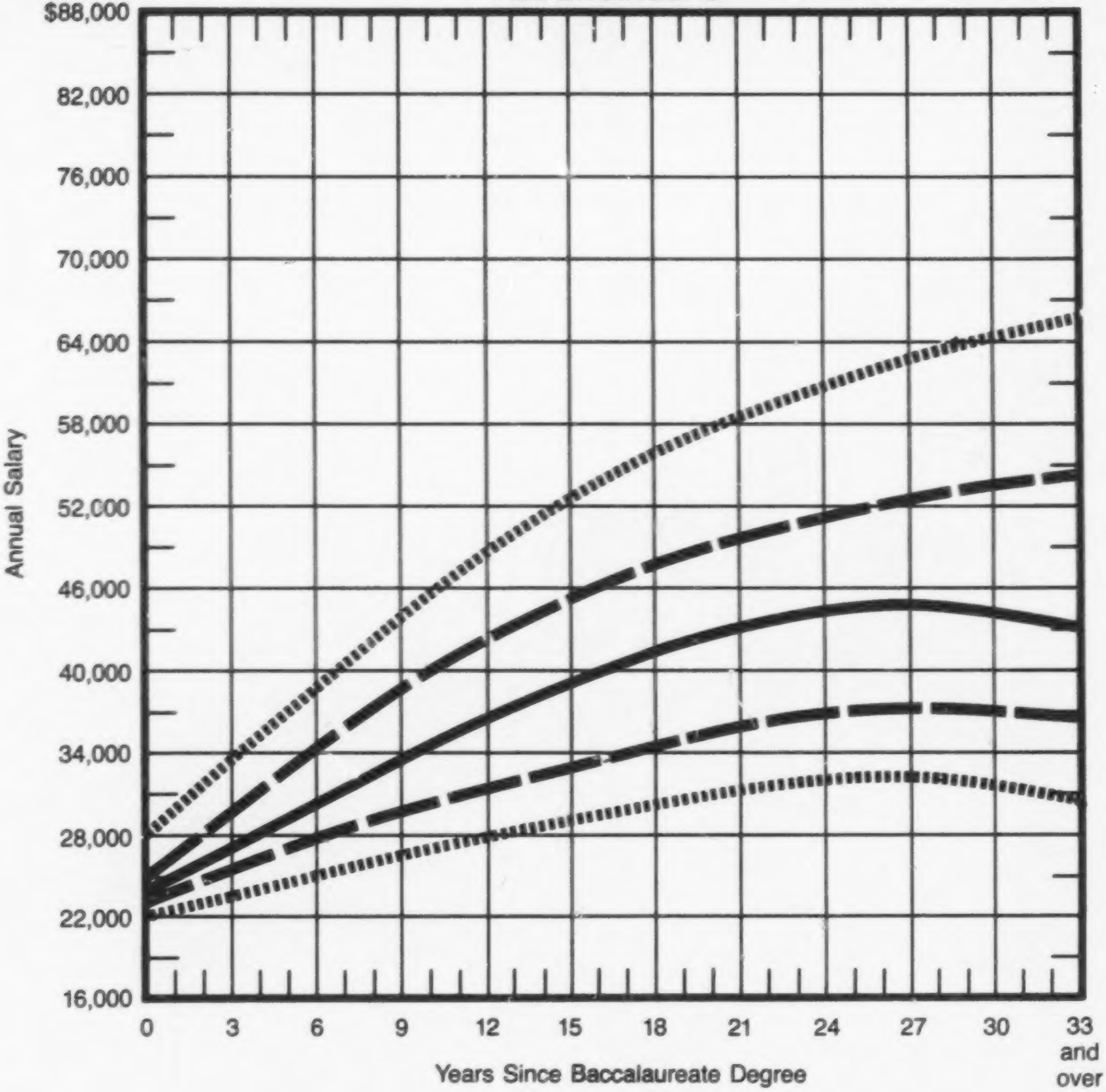
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27900	29400	30850	32300	33750	35100	36400	37650	38800
UPPER QUARTILE	25550	26950	28350	29700	31000	32200	33400	34500	35550
MEDIAN	24050	25200	26300	27400	28400	29400	30300	31150	31950
LOWER QUARTILE	22750	23600	24450	25250	26050	26750	27400	28050	28600
LOWER DECILE	21350	22100	22800	23400	24000	24500	24950	25400	25750
MEAN	24350	25450	26550	27650	28650	29650	30550	31400	32200
TOTAL NUMBER	17488	21564	19869	16832	14183	11544	10163	11125	10177
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	17	33	34	11	23	10	4	13	9

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40950	43600	45600	47100	48150	48850	49300	49650	49800
UPPER QUARTILE	37350	39600	41200	42350	43150	43600	43900	44100	44150
MEDIAN	33400	35150	36450	37400	38050	38450	38750	38900	39000
LOWER QUARTILE	29600	30800	31700	32300	32750	33000	33200	33300	33350
LOWER DECILE	26350	27000	27450	27750	27900	28000	28050	28100	28100
MEAN	33650	35400	36650	37600	38250	38650	38950	39100	39200
TOTAL NUMBER	26209	21180	17986	15162	16176	11441	10720	15466	13663
OVER $93000	0	0	0	0	0	8	3	13	14
UNDER $16000	5	5	9	9	0	0	4	0	23

CURVES AND TABLES
BY SIZE OF EMPLOYER

LARGE INDUSTRIAL EMPLOYERS
ALL ENGINEERS



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YEARS SINCE R.S.        0      1      2      3      4      5      6      7      8
   UPPER DECILE     28050  297CC  31350  33050  34800  36500  38250  40000  41750
 UPPER QUARTILE     25750  272CC  28700  30200  31700  33200  34700  36150  37600
         MEDIAN     24350  255CC  26700  27900  29100  30250  31400  32550  33700
 LOWER QUARTILE     233C0  2415C  25000  25900  26750  27600  28450  29300  301C0
   LOWER DECILE     2205C  227CC  23350  23950  2460C  25250  25850  26450  27050

           MEAN     248CC  2595C  271C0  28300  29500  30700  31650  33050  34200

   TOTAL NUMBER      2441   3152   2737   2308   1977   1624   1465   1680   1640
    OVER $83C00         0      C      0      0      0      0      0      0      0
   UNDER $16C00         0      3      3      0      0      0      0      1      1

YEARS SINCE R.S.     9-11  12-14  15-17  18-20  21-23  24-26  27-29  30-32    33+
   UPPER DECILE     451C0  498CC  53950  57400  60100  62150  63600  64850  65750
 UPPER QUARTILE     40460  441C0  471C0  49350  50950  52000  52650  53050  53300
         MEDIAN     358CC  3855C  40700  42300  43300  43900  44100  44150  43950
 LOWER QUARTILE     31650  3365C  35300  36500  37250  37650  37700  37450  36800
   LOWER DECILE     2820C  297C0  30900  31800  32350  32600  32550  32100  30950

           MEAN     364C0  394CC  41900  438C0  45150  45950  46400  46600  46500

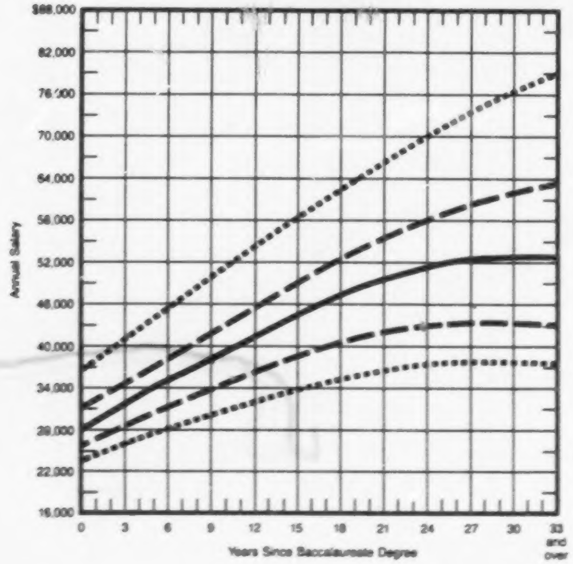
   TOTAL NUMBER      4809   4368   3970   3100   3136   2435   2397   3742   3193
    OVER $83C00         0      4     11     26     62     46     46    113    107
   UNDER $16CCC         C      C      0      1      1      2      4      5      9
```

LEGEND

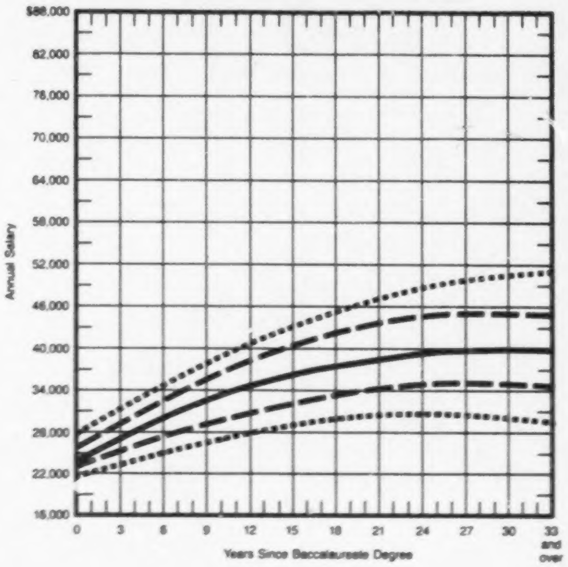
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ Upper Decile
— — — — — Upper Quartile
━━━━━━━━ Median
— — — — — Lower Quartile
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪ Lower Decile

LARGE INDUSTRIAL EMPLOYERS

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37300	38500	39750	41050	42400	43750	45150	46550	48000
UPPER QUARTILE	31500	32850	34250	35650	37050	38500	39900	41350	42750
MEDIAN	28300	29500	30750	32000	33250	34550	35800	37100	38350
LOWER QUARTILE	26250	27150	28100	29100	30050	31000	32000	32950	33900
LOWER DECILE	23950	24750	25600	26400	27250	28050	28850	29650	30450
MEAN	29600	30750	31850	33050	34200	35400	36550	37750	38950
TOTAL NUMBER	10	38	85	108	132	162	220	315	339
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51000	55550	60100	64550	68650	72200	75100	77650	78600
UPPER QUARTILE	45550	49550	53150	56200	58650	60500	61850	62950	63700
MEDIAN	40750	44100	46950	49200	50850	51850	52400	52550	52200
LOWER QUARTILE	35750	38350	40600	42400	43700	44500	44850	44750	43800
LOWER DECILE	31900	33850	35400	36600	37400	37850	38000	37900	37400
MEAN	41250	44550	47550	50050	52000	53450	54300	54800	54600
TOTAL NUMBER	1349	1674	1644	1386	1438	1031	1032	1626	1355
OVER $83000	0	4	11	26	62	45	46	113	105
UNDER $16000	0	0	0	0	1	2	4	5	7

NON-SUPERVISORS

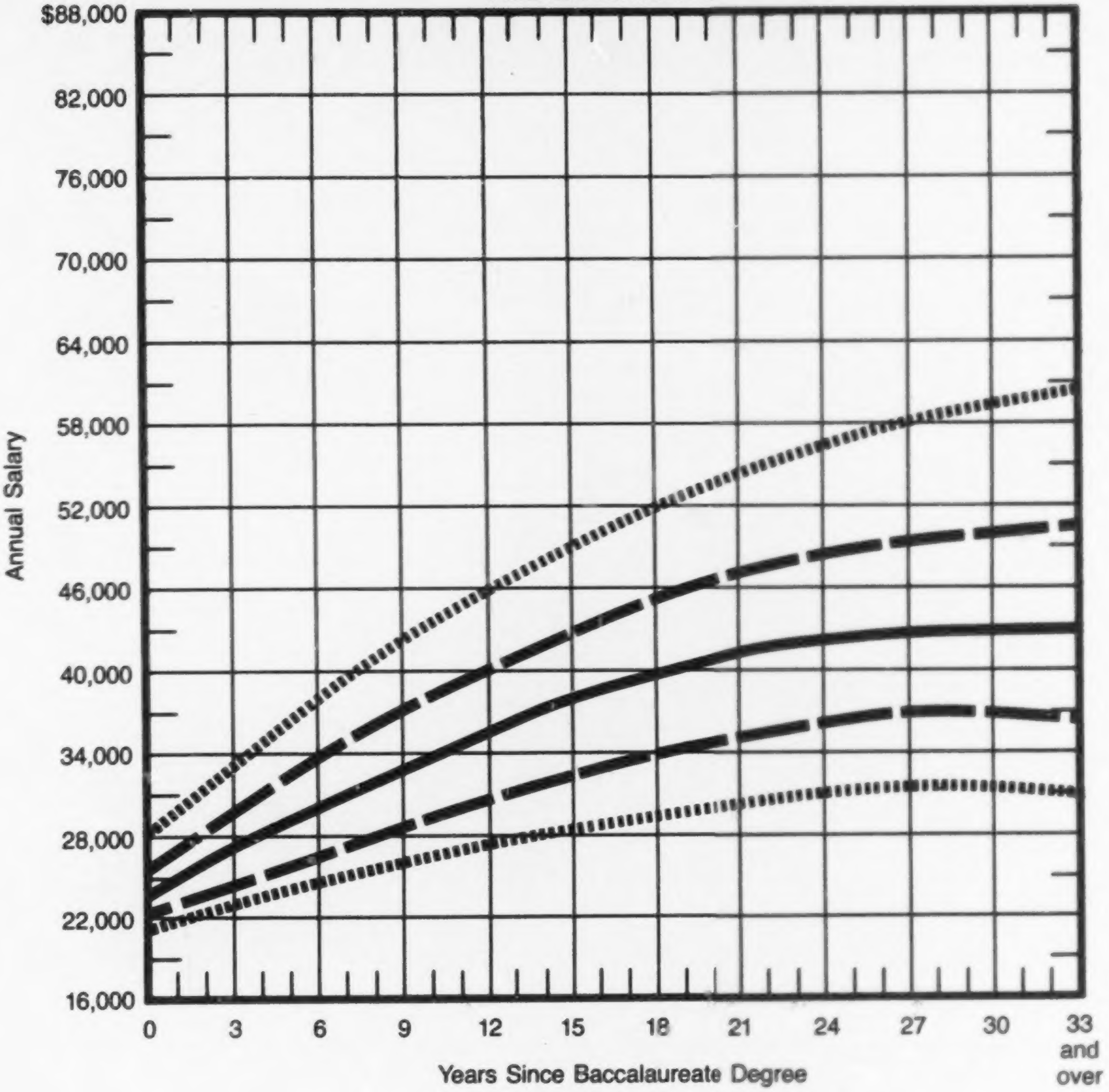
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28150	29650	31100	32550	33950	35300	36650	37900	39100
UPPER QUARTILE	25700	27150	28600	30000	31350	32650	33850	35000	36100
MEDIAN	24250	25500	26650	27800	28900	29950	30950	31900	32750
LOWER QUARTILE	23350	24150	24950	25750	26550	27300	28050	28750	29450
LOWER DECILE	22100	22700	23250	23850	24400	24950	25500	26000	26500
MEAN	24700	25850	27000	28100	29150	30200	31150	32050	32900
TOTAL NUMBER	2431	3114	2652	2200	1845	1462	1245	1365	1301
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	2	3	0	0	0	0	1	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41350	44150	46350	48000	49200	50050	50600	51000	51200
UPPER QUARTILE	38650	40400	42150	43400	44200	44700	45000	45200	45250
MEDIAN	34350	36250	37650	38650	39350	39800	40050	40250	40300
LOWER QUARTILE	30700	32250	33400	34200	34600	34750	34700	34500	34050
LOWER DECILE	27400	28600	29500	30150	30500	30600	30500	30150	29350
MEAN	34450	36350	37750	38800	39500	40000	40300	40500	40550
TOTAL NUMBER	3460	2654	2326	1714	1698	1404	1365	2116	1838
OVER $83000	0	0	0	0	0	1	0	0	2
UNDER $16000	0	0	0	1	0	0	0	0	2

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
········ Lower Decile

MEDIUM INDUSTRIAL EMPLOYERS
ALL ENGINEERS



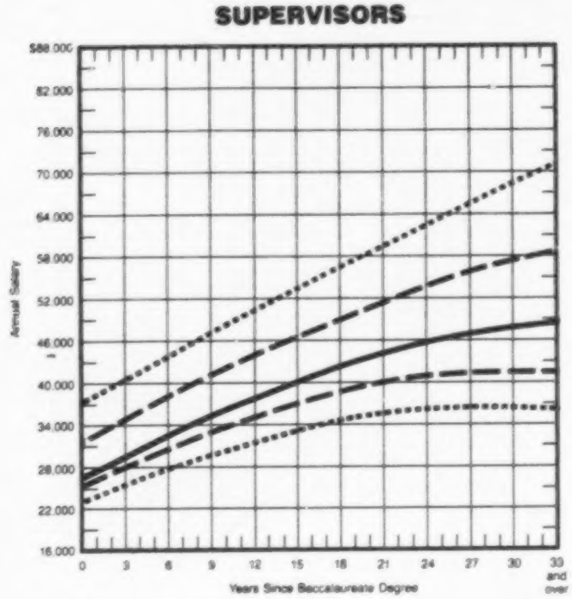
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28000	29600	31250	32900	34550	36200	37800	39400	41000
UPPER QUARTILE	25750	27200	28600	30050	31450	32850	34200	35500	36800
MEDIAN	24150	25250	26350	27450	28500	29600	30700	31750	32750
LOWER QUARTILE	22850	23650	24450	25250	26050	26850	27650	28400	29150
LOWER DECILE	21700	22250	22850	23450	24050	24600	25200	25750	26300
MEAN	24550	25650	26800	27900	29050	30150	31250	32350	33400
TOTAL NUMBER	1657	1868	1652	1589	1423	1242	1195	1433	1336
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	6	5	3	4	3	1	2	0

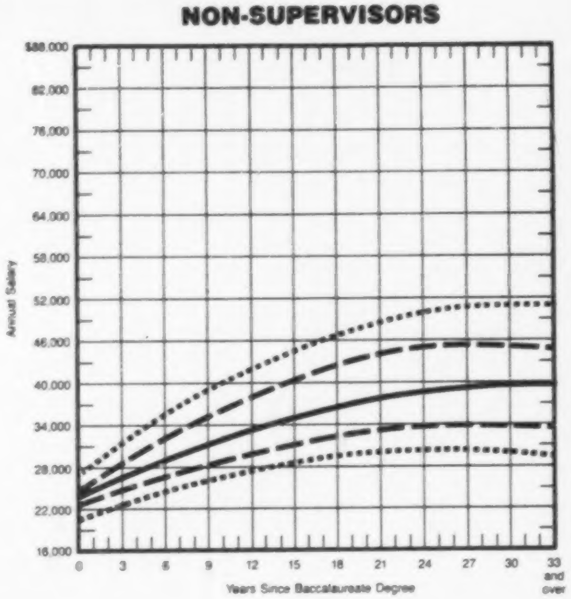
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44000	48100	51600	54450	56650	58300	59450	60400	60950
UPPER QUARTILE	39250	42500	45150	47250	48750	49800	50500	50950	51200
MEDIAN	34700	37300	39400	41000	42100	42800	43150	43350	43350
LOWER QUARTILE	30600	32600	34250	35550	36400	36900	37100	37000	36350
LOWER DECILE	27350	28850	30050	31050	31700	32050	32150	31850	30750
MEAN	35400	38050	40250	41950	43200	44100	44700	45150	45450
TOTAL NUMBER	3584	3229	2891	2540	2643	2135	1874	2899	2516
OVER $83000	0	0	2	6	14	17	27	52	65
UNDER $16000	0	2	2	1	0	0	1	0	3

LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
━━━━━━ Median
– – – – – Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

MEDIUM INDUSTRIAL EMPLOYERS





LEGEND

▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪	Lower Decile

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38200	39250	40300	41350	42400	43500	44600	45750	46850
UPPER QUARTILE	32800	33900	35050	36150	37300	38400	39550	40650	41750
MEDIAN	27300	28550	29800	31000	32200	33400	34600	35700	36800
LOWER QUARTILE	25100	26100	27050	28000	29000	29950	30900	31800	32700
LOWER DECILE	23550	24350	25150	25950	26750	27550	28350	29100	29800
MEAN	29650	30650	31650	32650	33650	34700	35700	36700	37700
TOTAL NUMBER	54	64	67	77	107	130	159	233	268
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

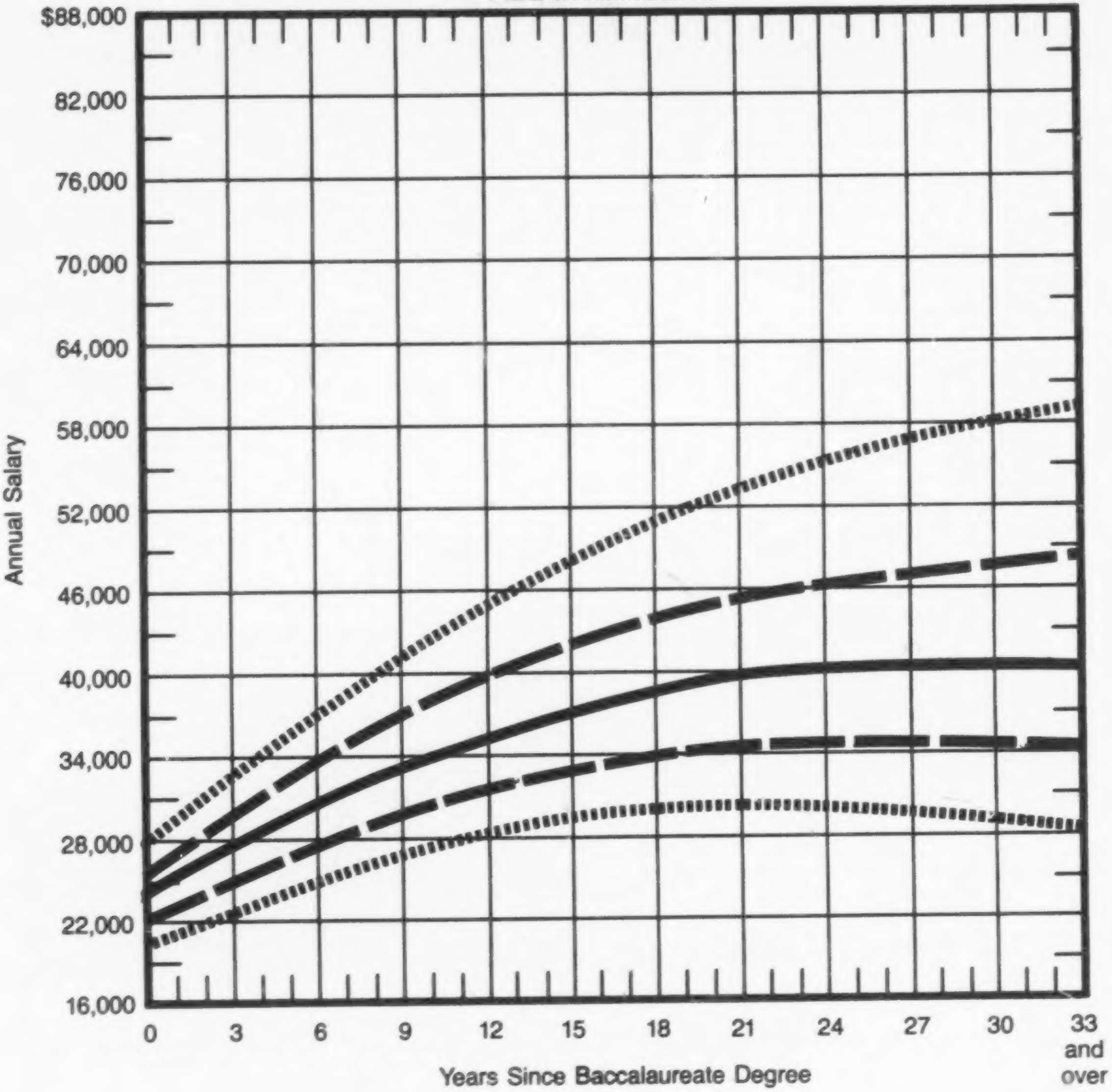
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49100	52500	55800	58950	61900	64500	66750	69050	71300
UPPER QUARTILE	43850	46850	49500	51800	53700	55200	56300	57400	58250
MEDIAN	38850	41550	43850	45600	46950	47900	48550	49050	49300
LOWER QUARTILE	34400	36700	38550	40000	41000	41650	41950	42100	42000
LOWER DECILE	31200	33050	34550	35600	36350	36700	36800	36700	36150
MEAN	39600	42300	44700	46750	48350	49600	50450	51100	51450
TOTAL NUMBER	947	1025	1093	968	1054	946	800	1373	1091
OVER $83000	0	0	2	6	14	16	26	48	62
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27600	29300	30800	32300	33750	35200	36650	38000	39350
UPPER QUARTILE	25650	27050	28400	29750	31000	32250	33450	34600	35700
MEDIAN	24150	25200	26200	27200	28200	29200	30150	31050	31900
LOWER QUARTILE	22900	23650	24350	25100	25800	26550	27200	27900	28550
LOWER DECILE	21750	22300	22800	23350	23850	24350	24850	25350	25800
MEAN	24450	25500	26550	27550	28600	29600	30550	31450	32350
TOTAL NUMBER	1803	1804	1585	1512	1316	1112	1036	1200	1068
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	6	5	3	4	3	1	2	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41750	44850	47200	48850	49950	50650	51050	51300	51400
UPPER QUARTILE	37650	40100	42000	43300	44200	44800	45100	45300	45350
MEDIAN	33550	35600	37200	38350	39050	39450	39650	39750	39700
LOWER QUARTILE	29750	31350	32600	33500	34050	34350	34400	34200	33700
LOWER DECILE	26650	27800	28750	29400	29800	30000	29950	29650	28850
MEAN	34000	36050	37650	38600	39550	40000	40250	40350	40400
TOTAL NUMBER	2617	2204	1798	1572	1589	1189	1074	1526	1425
OVER $83000	0	0	0	0	0	1	1	4	3
UNDER $16000	0	2	2	1	0	0	1	0	3

SMALL INDUSTRIAL EMPLOYERS
ALL ENGINEERS



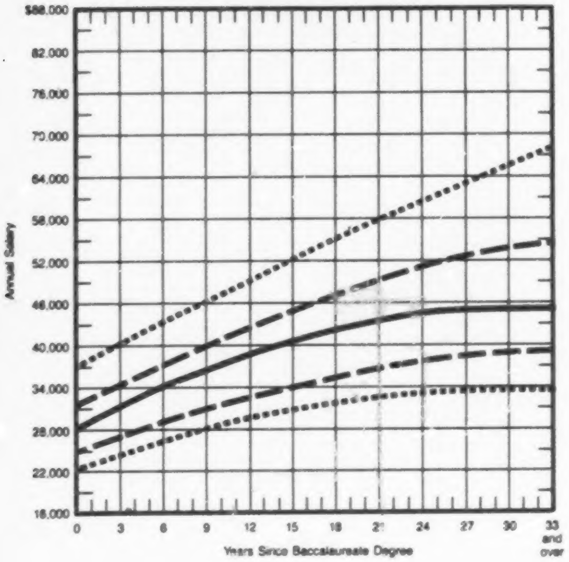
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27850	29400	30950	32500	34100	35650	37200	38700	40200
UPPER QUARTILE	25300	26800	28250	29700	31150	32550	33900	35200	36450
MEDIAN	24000	25100	26200	27250	28300	29400	30400	31400	32400
LOWER QUARTILE	22350	23250	24150	25050	25900	26750	27550	28350	29050
LOWER DECILE	20550	21350	22150	22900	23650	24300	24950	25550	26100
MEAN	24200	25350	26500	27650	28750	29850	30950	31950	32950
TOTAL NUMBER	372	385	438	401	381	336	345	365	414
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	1	0	0	0	1

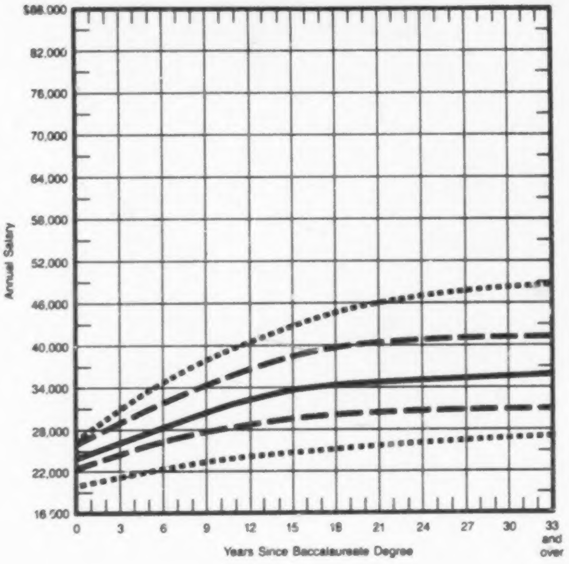
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43050	46900	50200	52850	54900	56400	57500	58350	58900
UPPER QUARTILE	38750	41700	44000	45700	46950	47750	48300	48600	48750
MEDIAN	34200	36550	38350	39650	40450	40650	41000	41000	40800
LOWER QUARTILE	30400	32000	33150	33950	34350	34600	34650	34600	34500
LOWER DECILE	27050	28100	28800	29200	29400	29450	29450	29450	29350
MEAN	34600	37200	39100	40550	41550	42250	42700	43050	43300
TOTAL NUMBER	1071	906	729	601	570	451	426	585	659
OVER $88000	0	0	1	1	3	7	5	10	15
UNDER $16000	1	0	0	0	0	0	1	0	1

LEGEND

▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — — —	Upper Quartile
━━━━━	Median
— — — —	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

SMALL INDUSTRIAL EMPLOYERS


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	39250	40200	41100	42050	43000	43950	44950	45950
UPPER QUARTILE	0	33550	34550	35550	36550	37600	38600	39600	40550
MEDIAN	0	28550	29650	30750	31850	32750	34000	35050	36000
LOWER QUARTILE	0	25850	26850	27800	28750	29650	30500	31350	32150
LOWER DECILE	0	22850	24000	25050	26100	27000	27850	28600	29300
MEAN	0	30850	31700	32600	33500	34350	35250	36100	36950
TOTAL NUMBER	4	15	14	21	31	34	43	55	97
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47950	51000	54050	57050	59850	62350	64550	66650	67800
UPPER QUARTILE	42500	45150	47550	49550	51200	52400	53200	53850	54050
MEDIAN	37900	40300	42200	43600	44550	45150	45450	45600	45550
LOWER QUARTILE	33600	35400	36800	37750	38350	38750	38950	39050	39050
LOWER DECILE	30450	31650	32450	33000	33300	33450	33550	33600	33650
MEAN	38600	40900	42900	44600	45950	46950	47650	48200	48350
TOTAL NUMBER	319	376	349	292	284	228	214	300	341
OVER $83000	0	0	1	1	3	7	5	9	15
UNDER $16000	0	0	0	0	0	0	1	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27350	28950	30500	32000	33450	34850	36200	37400	38600
UPPER QUARTILE	25200	26700	28150	29550	30850	32100	33250	34300	35300
MEDIAN	24000	25100	26100	27150	28100	29050	29950	30800	31550
LOWER QUARTILE	22350	23250	24100	24950	25750	26450	27150	27750	28300
LOWER DECILE	20500	21350	22150	22850	23500	24100	24600	25050	25450
MEAN	24000	25150	26300	27400	28400	29350	30250	31100	31850
TOTAL NUMBER	368	370	424	380	350	302	302	310	317
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	1	0	0	0	1

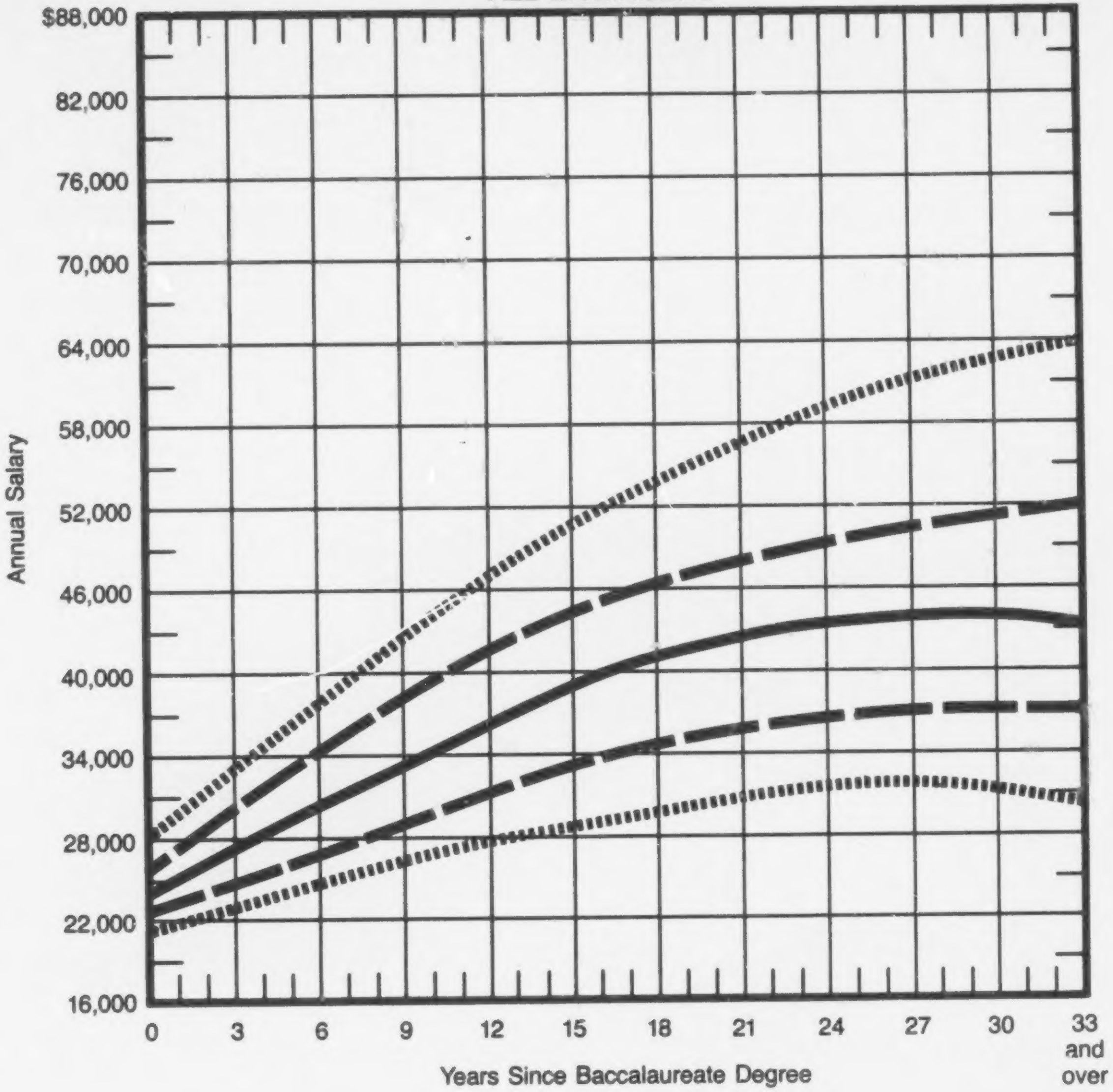
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40650	43100	44900	46150	46950	47500	47800	48050	48100
UPPER QUARTILE	37000	38950	40300	41150	41750	42100	42250	42400	42400
MEDIAN	32950	34550	35650	36350	36700	36900	36950	36950	36900
LOWER QUARTILE	29250	30300	30950	31300	31500	31550	31600	31600	31550
LOWER DECILE	26050	26650	26950	27050	27100	27100	27050	27050	27000
MEAN	33200	34750	35800	36550	37050	37400	37550	37700	37750
TOTAL NUMBER	752	530	380	309	286	223	212	285	318
OVER $83000	0	0	0	0	0	0	0	1	0
UNDER $16000	1	0	0	0	0	0	0	0	1

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
– – – Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

CURVES AND TABLES BY INDUSTRY GROUP OF EMPLOYER & FOR ALL INDUSTRIES

ALL INDUSTRIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28350	29950	31550	33200	34850	36500	38150	39800	41400
UPPER QUARTILE	25900	27300	28700	30150	31600	33050	34500	35900	37250
MEDIAN	24300	25450	26600	27700	28850	30000	31100	32200	33250
LOWER QUARTILE	23100	23950	24750	25600	26450	27250	28050	28850	29650
LOWER DECILE	21650	22450	23050	23700	24300	24900	25500	26050	26650
MEAN	24750	25900	27050	28200	29350	30450	31600	32700	33800
TOTAL NUMBER	4618	5526	4926	4369	3835	3257	3062	3520	3445
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	9	8	3	5	3	1	3	2

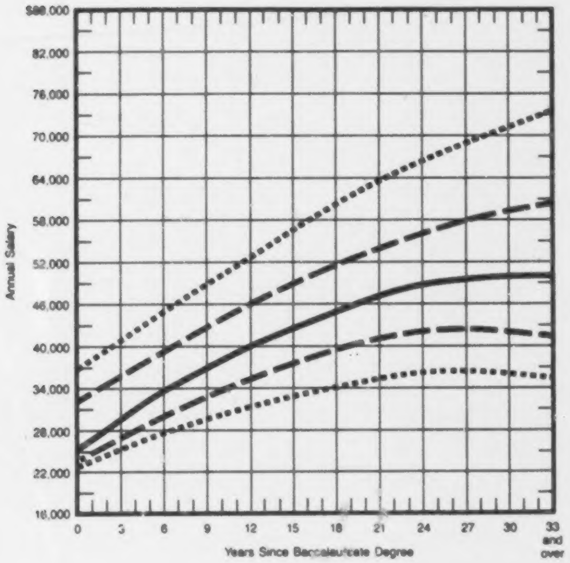
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44550	48900	52650	55800	58300	60200	61550	62750	63500
UPPER QUARTILE	39650	43250	46050	48200	49700	50700	51350	51850	52150
MEDIAN	35250	37900	40000	41500	42550	43150	43450	43500	43400
LOWER QUARTILE	31100	33100	34700	35850	36650	37050	37200	37000	36450
LOWER DECILE	27700	29150	30350	31200	31800	32050	32050	31750	30750
MEAN	35900	38700	41000	42800	44050	44900	45400	45700	45800
TOTAL NUMBER	9595	8624	7678	6329	6438	5110	4771	7368	6505
OVER $88000	0	4	14	33	80	71	79	176	190
UNDER $16000	1	2	2	2	1	2	6	5	13

LEGEND

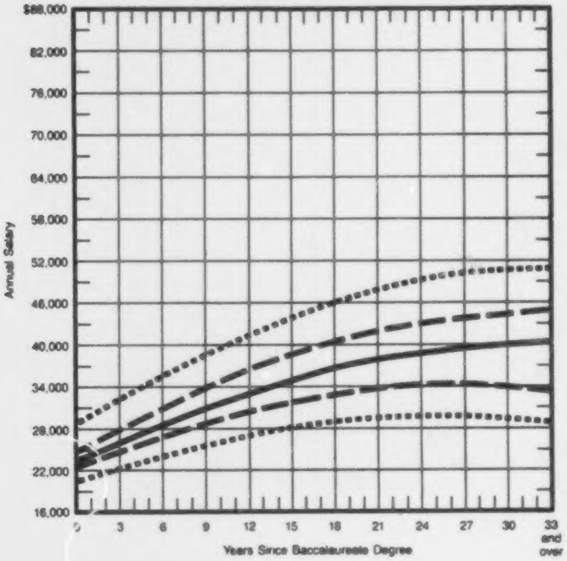
▮▮▮▮▮▮▮▮▮▮ Upper Decile
— — — — — Upper Quartile
━━━━━━━━ Median
– – – – – Lower Quartile
▮▮▮▮▮▮▮▮▮▮ Lower Decile

ALL INDUSTRIES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	38200	39300	40400	41550	42700	43900	45100	46300	47550
UPPER QUARTILE	32600	33800	35000	36200	37400	38650	39900	41100	42350
MEDIAN	27900	29050	30250	31450	32700	33900	35100	36300	37450
LOWER QUARTILE	25450	26450	27450	28400	29400	30400	31350	32300	33200
LOWER DECILE	23600	24450	25300	26100	26950	27750	28550	29300	30050
MEAN	29800	30850	31900	32950	34050	35100	36200	37250	38350
TOTAL NUMBER	68	117	166	209	282	341	441	616	725
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50100	54000	57950	61750	65350	68550	71200	73700	74900
UPPER QUARTILE	44750	48150	51250	53950	56150	57800	59050	60000	60600
MEDIAN	39700	42700	45250	47250	48650	49550	50050	50300	50150
LOWER QUARTILE	35000	37350	39300	40800	41800	42400	42650	42700	42350
LOWER DECILE	31450	33250	34700	35750	36400	36750	36900	36750	36400
MEAN	40400	43350	46000	48250	50000	51250	52100	52650	52600
TOTAL NUMBER	2683	2128	3128	2679	2816	2246	2079	3347	2835
OVER $83000	0	4	14	33	80	69	77	170	183
UNDER $16000	0	0	0	0	1	2	5	5	7

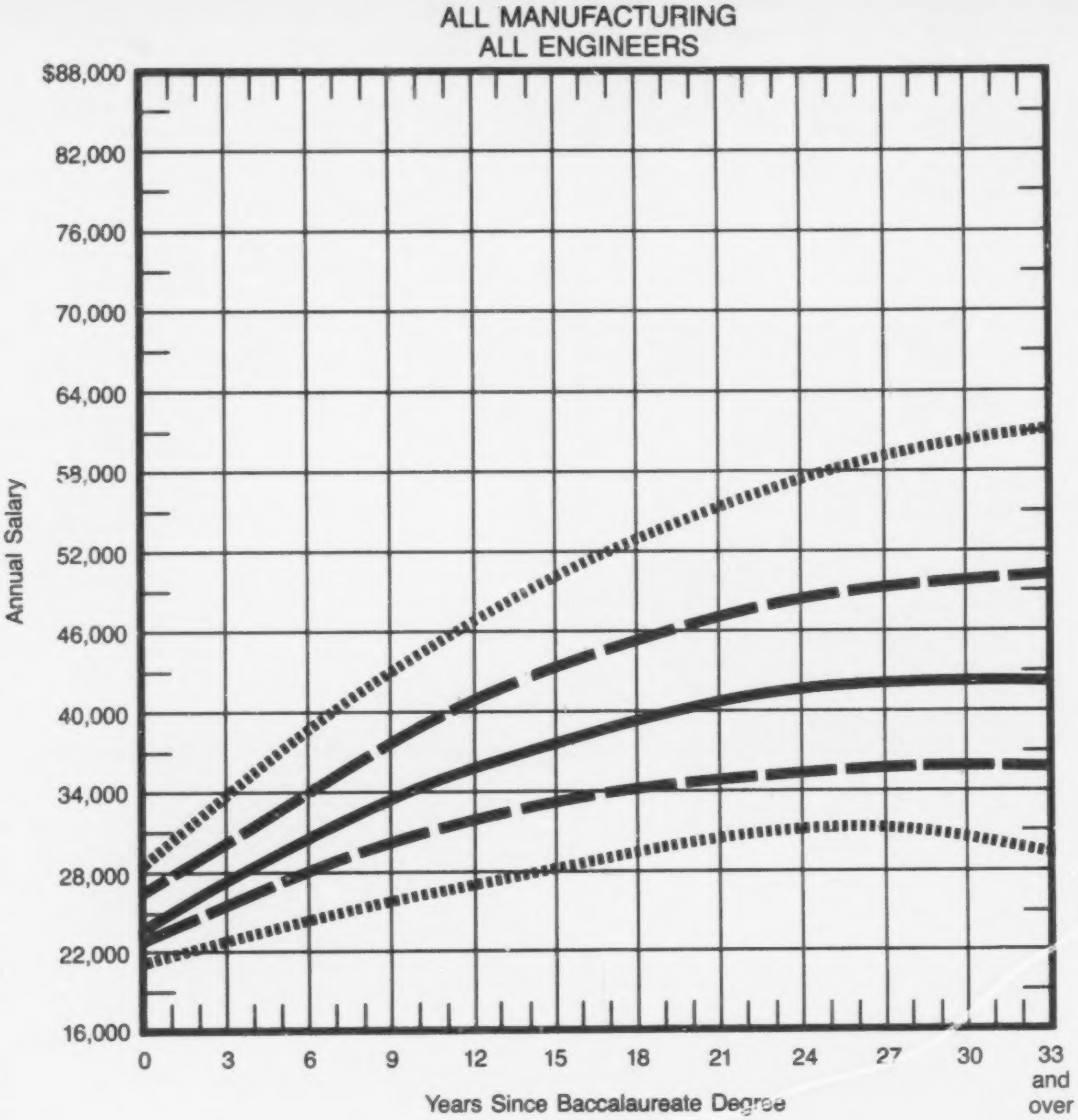
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28300	29750	31200	32650	34050	35400	36700	37950	39200
UPPER QUARTILE	25800	27200	28600	29950	31250	32500	33700	34850	35900
MEDIAN	24250	25400	26500	27600	28650	29650	30600	31550	32400
LOWER QUARTILE	23100	23900	24700	25450	26200	26950	27650	28350	29000
LOWER DECILE	21900	22450	23000	23550	24100	24600	25100	25600	26050
MEAN	24650	25800	26900	27950	28950	29950	30900	31800	32600
TOTAL NUMBER	4550	5409	4760	4160	3553	2416	2621	2904	2720
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	4	8	8	3	5	3	1	3	2

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41400	44250	46450	48150	49400	50250	50800	51250	51500
UPPER QUARTILE	37850	40200	41950	43250	44100	44600	44900	45100	45200
MEDIAN	33900	35800	37250	38300	39000	39450	39750	39900	40000
LOWER QUARTILE	30200	31750	32900	33650	34150	34350	34350	34200	33900
LOWER DECILE	26950	28050	28950	29550	29900	30050	30000	29750	29050
MEAN	34150	36050	37500	38600	39350	39850	40150	40350	40450
TOTAL NUMBER	6912	5456	4550	3650	3622	2862	2692	4021	3670
OVER $83000	0	0	0	0	0	2	2	6	7
UNDER $16000	1	2	2	2	0	0	1	0	6

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28900	30500	32100	33700	35350	36950	38550	40150	41700
UPPER QUARTILE	26350	27700	29050	30450	31800	33200	34550	35850	37150
MEDIAN	24500	25550	26600	27650	28700	29750	30800	31850	32800
LOWER QUARTILE	23050	23850	24650	25450	26250	27000	27800	28550	29300
LOWER DECILE	21850	22450	23000	23600	24200	24750	25300	25850	26400
MEAN	25000	26100	27200	28300	29400	30500	31600	32650	33700
TOTAL NUMBER	2713	3243	3009	2345	2000	1756	1576	1760	1667
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	5	3	0	0	0	0	0	1

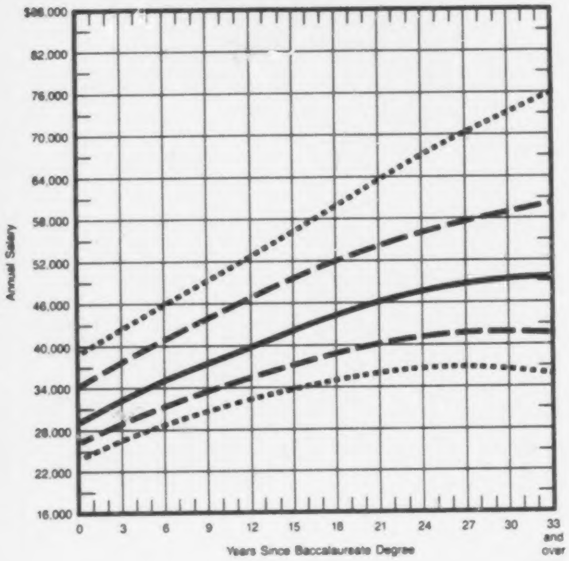
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44700	48750	52250	55050	57250	58900	60050	61050	61650
UPPER QUARTILE	39550	42800	45400	47350	48750	49650	50200	50650	50850
MEDIAN	34700	37250	39250	40800	41800	42350	42600	42600	42250
LOWER QUARTILE	30700	32550	34100	35200	35950	36300	36300	36050	35250
LOWER DECILE	27400	28800	29900	30750	31250	31500	31450	31000	29700
MEAN	35650	38300	40450	42100	43250	44000	44450	44700	44800
TOTAL NUMBER	4650	4484	4062	3277	3425	2852	2789	4114	3631
OVER $83000	0	3	6	13	50	39	45	96	99
UNDER $16000	1	0	0	1	1	2	5	5	9

LEGEND

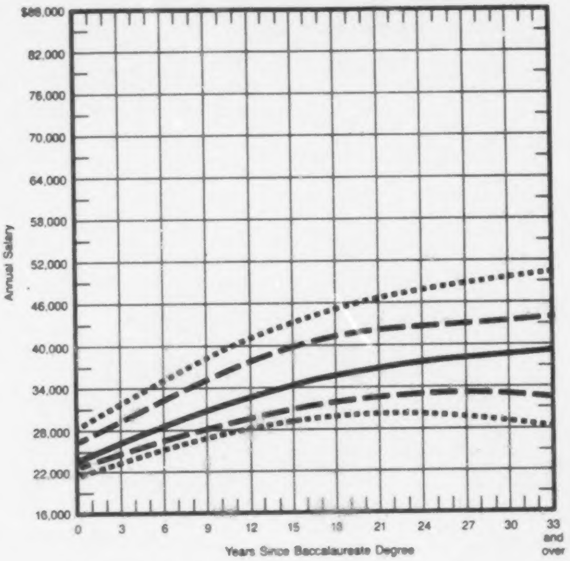
▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
━━━━	Median
– – – –	Lower Quartile
▮▮▮▮▮▮▮▮	Lower Decile

ALL MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	40000	41000	42000	43000	44050	45150	46200	47300	48450
UPPER QUARTILE	34300	35450	36550	37650	38750	39850	40950	42000	43100
MEDIAN	29700	30700	31750	32750	33800	34800	35800	36800	37800
LOWER QUARTILE	26950	27800	28700	29550	30400	31250	32050	32900	33700
LOWER DECILE	24800	25500	26250	27000	27700	28400	29100	29800	30450
MEAN	31450	32350	33250	34200	35150	36100	37000	37950	38900
TOTAL NUMBER	18	49	80	120	164	197	271	310	360
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50700	54250	57850	61450	64900	68150	71000	74050	76450
UPPER QUARTILE	45150	48100	50600	53150	55200	56950	58300	59650	60750
MEDIAN	39750	42400	44700	46600	48050	49000	49550	49800	49450
LOWER QUARTILE	35200	37250	39000	40350	41300	41900	42150	42150	41600
LOWER DECILE	31650	33250	34550	35500	36100	36350	36400	36150	35500
MEAN	40700	43350	45700	47800	49500	50800	51650	52250	52150
TOTAL NUMBER	1284	1697	1675	1423	1477	1207	1169	1693	1471
OVER $93000	0	3	6	13	50	38	44	95	95
UNDER $16000	0	0	0	0	1	2	5	5	7

NON-SUPERVISORS

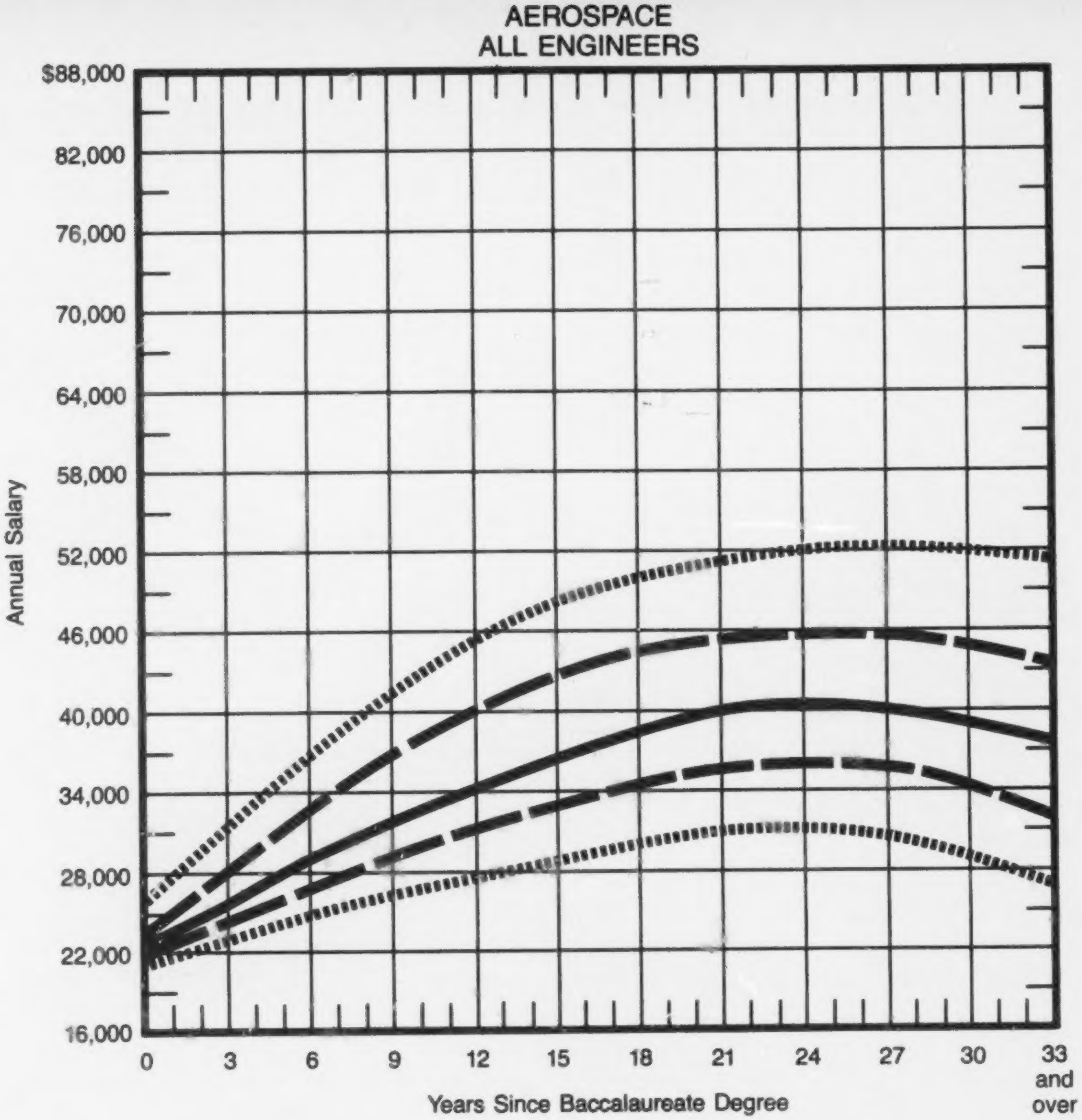
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28950	30300	31700	33000	34300	35600	36800	37950	39050
UPPER QUARTILE	26350	27600	28850	30050	31250	32350	33450	34450	35400
MEDIAN	24500	25500	26500	27500	28450	29350	30200	31000	31800
LOWER QUARTILE	23150	23850	24550	25250	25950	26600	27250	27900	28500
LOWER DECILE	22000	22450	22950	23450	23950	24400	24850	25300	25750
MEAN	24950	26000	27000	27950	28900	29800	30650	31500	32250
TOTAL NUMBER	2695	3194	2927	2225	1836	1561	1345	1450	1307
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	4	3	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41100	43650	45650	47150	48250	49000	49500	49900	50100
UPPER QUARTILE	37150	39350	41050	42250	43150	43700	44100	44350	44450
MEDIAN	33200	34950	36350	37400	38150	38650	38950	39200	39300
LOWER QUARTILE	29650	31100	32300	33100	33600	33800	33800	33500	32800
LOWER DECILE	26550	27650	28500	29150	29500	29650	29600	29250	28250
MEAN	33650	35400	36750	37750	38500	38950	39300	39550	39650
TOTAL NUMBER	3366	2787	2387	1854	1946	1645	1620	2421	2160
OVER $93000	0	0	0	0	0	1	1	1	4
UNDER $16000	1	0	0	1	0	0	0	0	2

LEGEND

- ▪▪▪▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ▬▬▬ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪▪▪▪ Lower Decile

AEROSPACE
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25700	27500	29350	31250	33150	35050	36950	38800	40550
UPPER QUARTILE	24500	26000	27500	29050	30550	32100	33600	35050	36500
MEDIAN	23450	24600	25750	26950	28100	29250	30400	31500	32550
LOWER QUARTILE	22700	23550	24400	25250	26100	26950	27750	28550	29350
LOWER DECILE	22150	22750	23350	23950	24550	25100	25700	26250	26800
MEAN	23850	25000	26150	27350	28550	29700	30900	32000	33150
TOTAL NUMBER	167	217	196	132	101	77	80	94	87
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

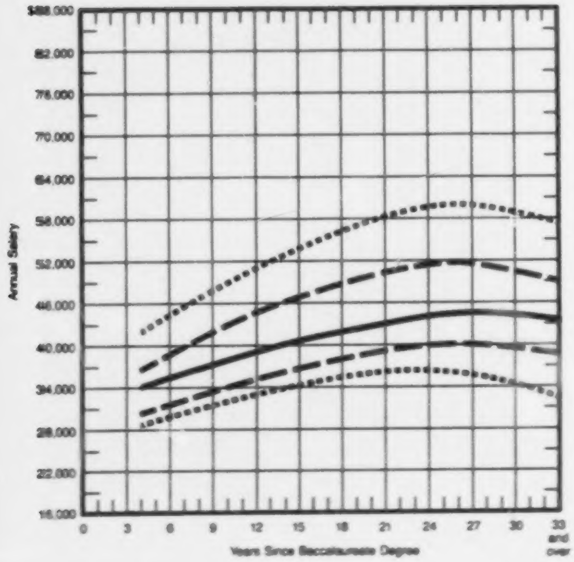
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43850	47800	50450	51950	52500	52500	52200	51700	51150
UPPER QUARTILE	39100	42300	44500	45750	46150	46050	45600	44900	44050
MEDIAN	34550	37000	38750	39750	40150	40000	39550	38750	37600
LOWER QUARTILE	30800	32700	34150	35100	35500	35450	35000	34100	32300
LOWER DECILE	27800	29100	30100	30700	30950	30800	30350	29300	26950
MEAN	35200	37850	39800	41000	41500	41400	40900	40000	38550
TOTAL NUMBER	215	219	219	212	219	204	188	214	154
OVER $83000	0	0	0	0	0	4	1	1	1
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

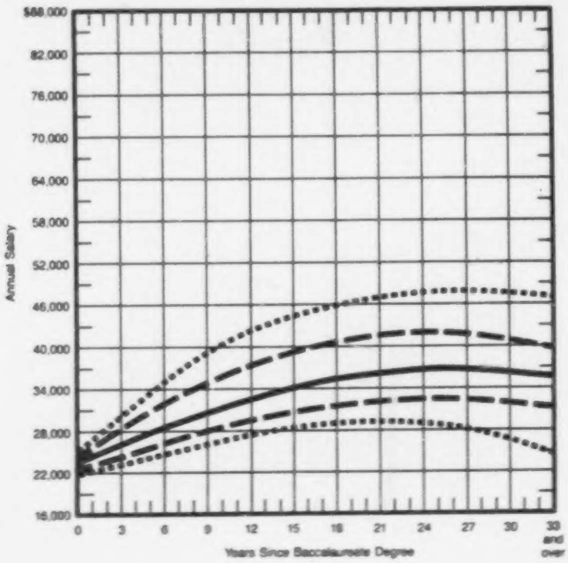
▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — — — —	Upper Quartile
━━━━━━	Median
– – – – –	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

AEROSPACE

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	42200	43200	44200	45200	46200
UPPER QUARTILE	0	0	0	0	36650	37750	38850	39950	41000
MEDIAN	0	0	0	0	34900	35700	36450	37200	37950
LOWER QUARTILE	0	0	0	0	31150	31900	32650	33350	34000
LOWER DECILE	0	0	0	0	28300	28900	29500	30100	30700
MEAN	0	0	0	0	34400	35300	36200	37050	37950
TOTAL NUMBER	0	1	0	2	5	6	6	10	9
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48150	51000	53700	56100	58000	59400	60150	60100	57200
UPPER QUARTILE	43100	46000	48450	50350	51650	52200	52150	51250	48550
MEDIAN	39350	41200	42700	43900	44700	45100	45200	44900	43850
LOWER QUARTILE	35300	36900	38150	39100	39650	39950	40050	39900	39400
LOWER DECILE	31850	33400	34700	35650	36200	36300	35950	34800	31450
MEAN	39600	41900	43850	45400	46450	47050	47150	46650	44850
TOTAL NUMBER	49	81	85	71	77	92	73	76	45
OVER $83000	0	0	0	0	0	4	1	1	1
UNDER $16000	0	0	0	0	0	0	0	0	0

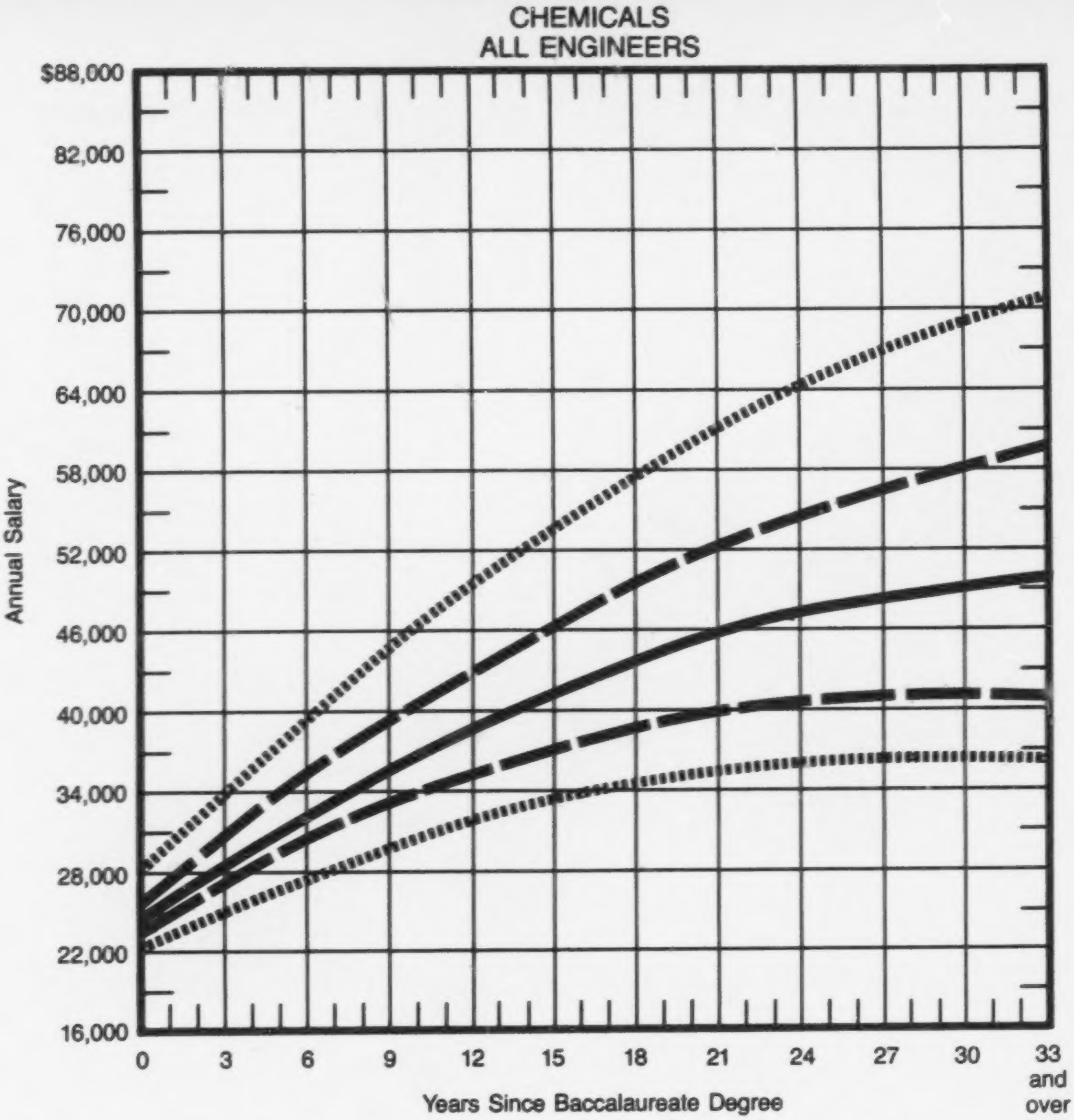
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25550	27400	29300	31150	32950	34700	36350	37900	39300
UPPER QUARTILE	24550	26000	27400	28850	30250	31600	32950	34200	35350
MEDIAN	23400	24600	25750	26900	28000	29100	30100	31100	32050
LOWER QUARTILE	22650	23550	24400	25200	26050	26850	27600	28350	29000
LOWER DECILE	22200	22800	23350	23900	24450	24950	25500	26000	26450
MEAN	23800	24950	26100	27200	28350	29400	30450	31450	32400
TOTAL NUMBER	167	216	196	130	96	71	74	84	78
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41750	44300	45750	46350	46550	46450	46350	46150	46000
UPPER QUARTILE	37450	39800	41200	41800	41900	41650	41250	40700	40150
MEDIAN	33700	35550	36750	37300	37350	37150	36750	36250	35650
LOWER QUARTILE	30250	31750	32700	33200	33300	33100	32650	32000	31000
LOWER DECILE	27300	28400	29100	29500	29500	29150	28500	27350	24950
MEAN	34050	36000	37250	37800	37900	37650	37200	36600	35800
TOTAL NUMBER	166	138	134	141	142	112	115	138	109
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ━━━━ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪ Lower Decile



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28650	30300	31950	33650	35400	37150	38450	40700	42500
UPPER QUARTILE	26750	28150	29550	31000	32500	33750	35450	36950	38450
MEDIAN	25550	26650	27750	28900	30050	31250	32400	33600	34800
LOWER QUARTILE	24300	25200	26150	27100	28000	28950	29900	30850	31750
LOWER DECILE	23550	24250	24950	25650	26350	27050	27750	28400	29100
MEAN	26000	27100	28300	29450	30650	31900	33100	34300	35550
TOTAL NUMBER	438	495	425	272	277	256	236	296	296
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

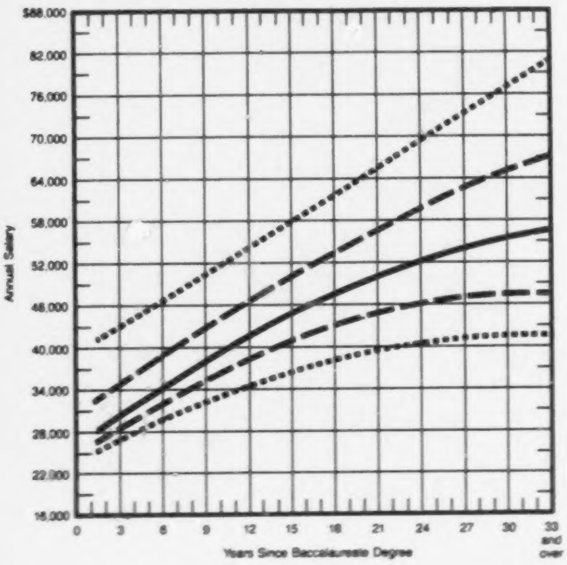
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46050	51200	55900	60000	63350	65950	67800	69300	70100
UPPER QUARTILE	41400	45500	49150	52200	54550	56350	57550	58600	59300
MEDIAN	37100	40400	43300	45650	47450	48650	49300	49550	49150
LOWER QUARTILE	33550	36100	38250	40000	41250	42050	42450	42450	41850
LOWER DECILE	30450	32250	33900	35200	36200	36850	37150	37150	36500
MEAN	37900	41300	44300	46800	48700	50050	50900	51450	51500
TOTAL NUMBER	586	651	582	458	444	438	463	773	803
OVER $83000	0	0	0	0	6	9	8	24	30
UNDER $16000	0	0	0	0	0	1	3	4	3

LEGEND

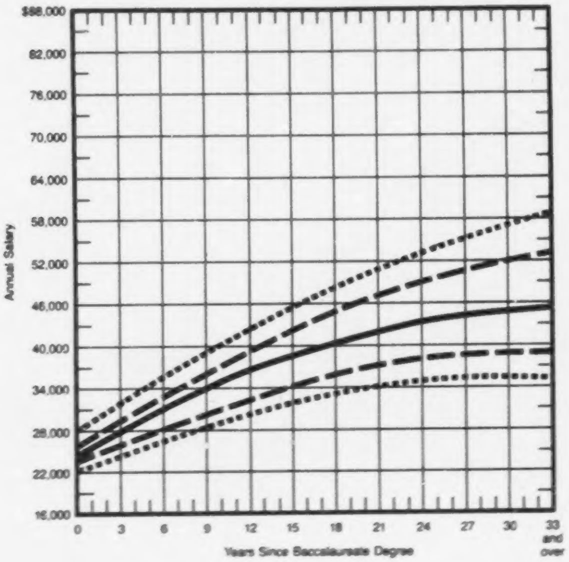
▪▪▪▪▪▪▪▪▪▪ Upper Decile
— — — — — Upper Quartile
━━━━━━━ Median
– – – – – Lower Quartile
▪▪▪▪▪▪▪▪▪▪ Lower Decile

CHEMICALS

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	41300	42400	43500	44600	45750	46900	48100	49350
UPPER QUARTILE	0	32100	33550	35050	36550	38050	39550	41100	42600
MEDIAN	0	28650	30000	31400	32800	34200	35600	37000	38350
LOWER QUARTILE	0	27050	28100	29200	30300	31350	32450	33550	34650
LOWER DECILE	0	25750	26700	27600	28550	29450	30350	31250	32100
MEAN	0	31200	32350	33500	34700	35900	37100	38300	39500
TOTAL NUMBER	3	17	34	36	50	49	46	84	92
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51650	55750	59800	63850	67800	71600	74950	78600	81500
UPPER QUARTILE	45600	49500	53900	57450	60500	62950	64800	66500	67700
MEDIAN	41000	44700	47850	50500	52550	54150	55250	56250	56950
LOWER QUARTILE	36600	39800	42450	44600	46200	47250	47750	47800	47150
LOWER DECILE	33750	35950	37750	39150	40100	40700	40950	41000	40750
MEAN	41900	45350	48550	51350	53650	55400	56650	57600	57950
TOTAL NUMBER	209	306	273	223	219	242	237	355	355
OVER $93000	0	0	0	0	6	9	8	24	29
UNDER $16000	0	0	0	0	0	1	3	4	3

NON-SUPERVISORS

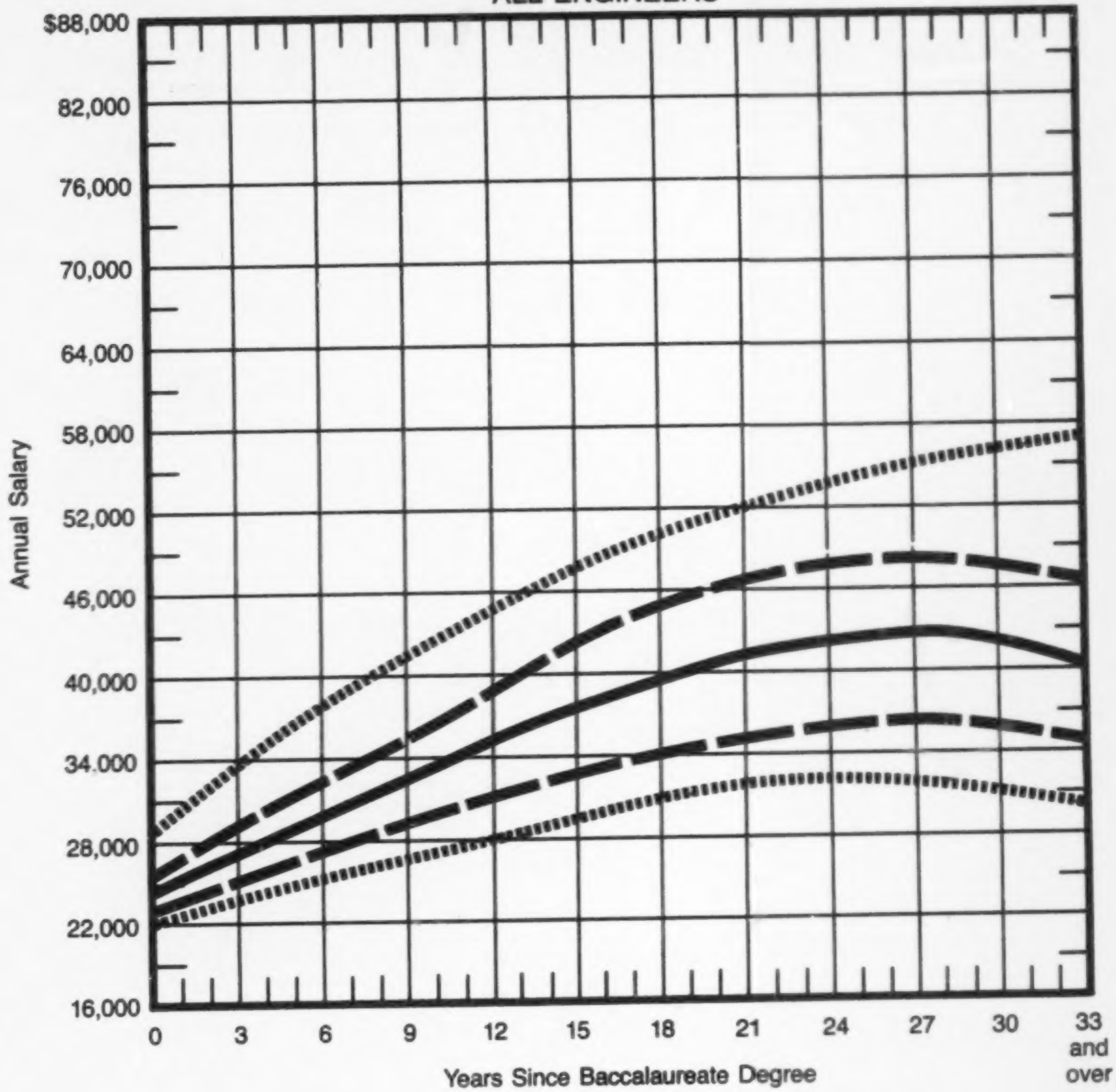
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28750	30050	31400	32750	34050	35400	36750	38050	39350
UPPER QUARTILE	26850	28050	29250	30500	31700	32900	34100	35250	36400
MEDIAN	25550	26550	27600	28600	29650	30650	31650	32650	33650
LOWER QUARTILE	24400	25200	26000	26800	27650	28450	29250	30050	30800
LOWER DECILE	23650	24250	24800	25400	26000	26550	27100	27650	28200
MEAN	25900	26950	27950	28950	29950	30950	31950	32900	33800
TOTAL NUMBER	435	478	391	236	227	207	190	212	204
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41900	45400	48500	51150	53350	55050	56350	57550	58400
UPPER QUARTILE	38650	41700	44350	46550	48350	49700	50750	51650	52300
MEDIAN	35500	38050	40200	41950	43200	44100	44600	44950	45000
LOWER QUARTILE	32300	34400	36150	37600	38650	39350	39750	39850	39550
LOWER DECILE	29250	30700	32000	33050	33900	34550	35000	35300	35350
MEAN	35800	38050	40150	41950	43350	44450	45250	45950	46350
TOTAL NUMBER	377	345	309	235	225	196	226	418	448
OVER $93000	0	0	0	0	0	0	0	0	1
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

········· Upper Decile
— — — Upper Quartile
━━━━ Median
– – – Lower Quartile
········· Lower Decile

ELECTRIC & ELECTRONIC EQUIPMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28250	29750	31300	32850	34400	35950	37500	39000	40500
UPPER QUARTILE	26050	27350	28700	30050	31400	32750	34100	35400	36650
MEDIAN	24550	25600	26600	27650	28650	29700	30700	31700	32650
LOWER QUARTILE	23350	24100	24900	25700	26450	27200	28000	28700	29450
LOWER DECILE	22400	22900	23450	23950	24500	25000	25500	26050	26550
MEAN	24950	26000	27000	28100	29150	30200	31200	32250	33250
TOTAL NUMBER	1212	1531	1418	1157	908	797	680	681	682
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

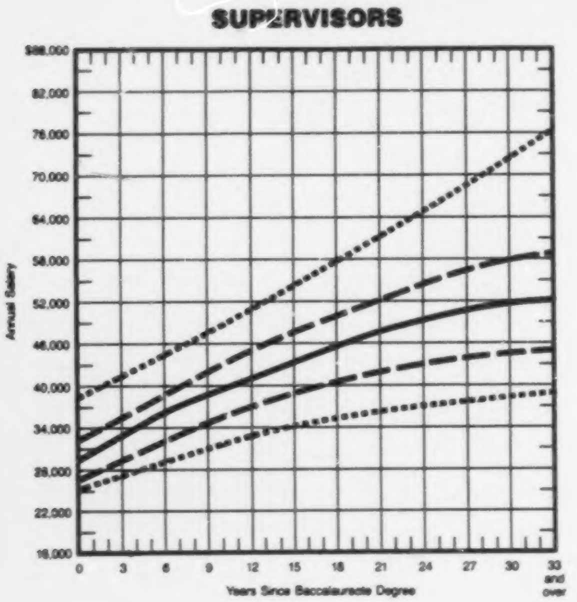
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43350	47150	50250	52600	54250	55350	55950	56350	56550
UPPER QUARTILE	39000	42100	44500	46150	47200	47800	48000	48000	47800
MEDIAN	34500	36950	38950	40450	41450	42050	42350	42350	42100
LOWER QUARTILE	30850	32700	34200	35400	36150	36600	36700	36550	35900
LOWER DECILE	27500	28400	30100	31100	31850	32300	32500	32250	30850
MEAN	35150	37700	39850	41450	42600	43300	43650	43800	43600
TOTAL NUMBER	2169	2119	1855	1511	1710	1339	1309	1761	1161
OVER $83000	0	1	2	6	20	12	17	38	29
UNDER $16000	0	0	0	1	0	0	0	0	1

LEGEND

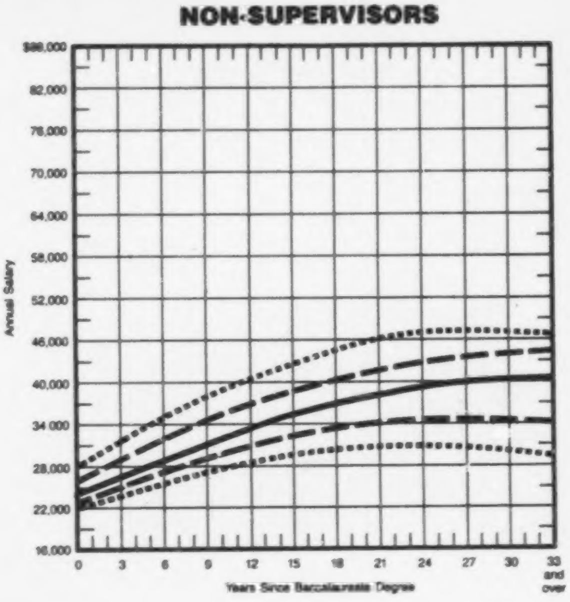
- ▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━━ **Median**
- — — — — **Lower Quartile**
- ▮▮▮▮▮▮▮▮ **Lower Decile**

ELECTRIC & ELECTRONIC EQUIPMENT

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	39050	40000	40900	41900	42850	43850	44850	45900	46900
UPPER QUARTILE	33650	35050	36200	37350	38500	39650	40800	41900	42950
MEDIAN	30000	31150	32250	33400	34500	35600	36650	37700	38750
LOWER QUARTILE	27850	28750	29650	30550	31450	32300	33150	33950	34750
LOWER DECILE	25200	26100	27000	27850	28650	29450	30200	30950	31600
MEAN	31150	32150	33200	34200	35200	36200	37200	38200	39150
TOTAL NUMBER	8	14	26	41	55	79	79	98	104
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49000	52250	55550	58850	62150	65400	68500	72350	77700
UPPER QUARTILE	45050	47550	50500	52650	54400	55850	56950	57950	58800
MEDIAN	40650	43200	45350	47100	48400	49400	50100	50750	51200
LOWER QUARTILE	36250	38300	40100	41550	42750	43700	44400	45050	45550
LOWER DECILE	32900	34450	35700	36600	37300	37750	38100	38350	38500
MEAN	41000	43550	45650	47850	49500	50900	51950	52950	53850
TOTAL NUMBER	520	635	674	569	615	455	421	558	365
OVER $83000	0	1	2	6	20	12	17	38	29
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

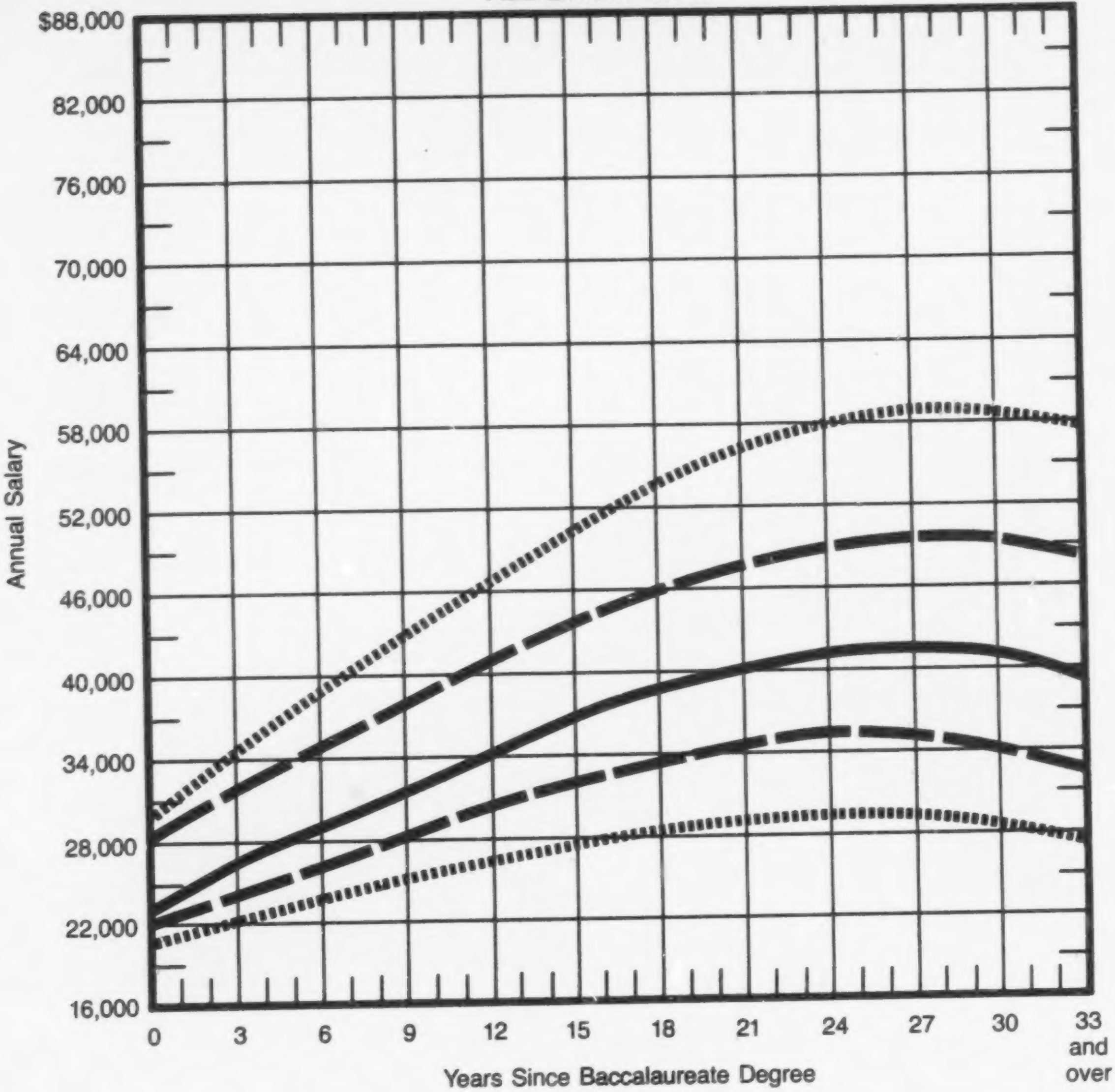
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28350	29650	30950	32250	33500	34750	35950	37100	38200
UPPER QUARTILE	26100	27350	28550	29750	30900	32000	33050	34050	35000
MEDIAN	24600	25600	26550	27500	28400	29300	30150	31000	31800
LOWER QUARTILE	23450	24150	24850	25550	26200	26900	27550	28150	28800
LOWER DECILE	22550	22950	23400	23800	24250	24650	25100	25500	25900
MEAN	25000	25950	26850	27750	28650	29500	30350	31150	31950
TOTAL NUMBER	1204	1517	1392	1116	953	716	601	583	578
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40200	42700	44550	45800	46500	46900	47000	46950	46800
UPPER QUARTILE	36750	38950	40650	41900	42800	43350	43700	43900	44000
MEDIAN	33250	35100	36600	37750	38650	39250	39650	40000	40150
LOWER QUARTILE	29950	31500	32750	33700	34350	34700	34800	34650	34150
LOWER DECILE	26700	27850	28850	29700	30400	30850	31100	31000	29850
MEAN	33400	35300	36750	37850	38550	39050	39250	39400	39400
TOTAL NUMBER	1649	1484	1181	942	1095	884	888	1203	796
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	0	0	0	1

LEGEND

- ▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ━━━ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪ Lower Decile

MECHANICAL INDUSTRIES
ALL ENGINEERS



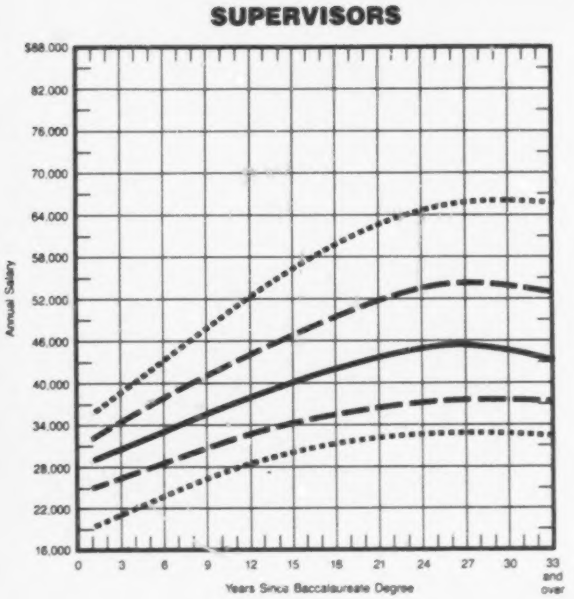
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30700	31900	33100	34350	35600	36900	38200	39550	40900
UPPER QUARTILE	28300	29350	30400	31450	32500	33600	34700	35800	36950
MEDIAN	24950	25800	26700	27550	28450	29400	30300	31200	32100
LOWER QUARTILE	22400	23050	23750	24450	25150	25850	26600	27300	27950
LOWER DECILE	21100	21700	22250	22800	23350	23900	24450	25000	25500
MEAN	25400	26300	27200	28100	29050	29950	30900	31850	32800
TOTAL NUMBER	115	169	196	183	172	143	125	156	138
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

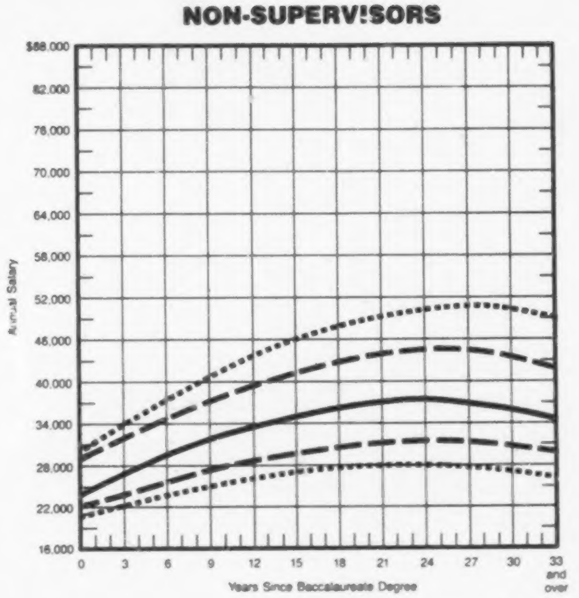
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43600	47600	51350	54650	57300	59100	60050	60050	57700
UPPER QUARTILE	39100	42250	45050	47350	49000	49950	50200	49600	47050
MEDIAN	33850	36350	38500	40200	41400	42000	42000	41350	39150
LOWER QUARTILE	29300	31150	32750	34000	34800	35100	35000	34250	31950
LOWER DECILE	26500	27800	28800	29550	29950	30100	29900	29350	27950
MEAN	34650	37300	39600	41500	42900	43650	43850	43350	41200
TOTAL NUMBER	414	290	473	299	317	240	223	284	424
OVER $83000	0	0	3	0	8	3	4	0	7
UNDER $16000	0	0	0	0	1	1	1	1	4

LEGEND

▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
━━━━	Median
– — – —	Lower Quartile
▮▮▮▮▮▮▮▮	Lower Decile

MECHANICAL INDUSTRIES





SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	36350	0	38700	39900	41100	42400	43650	45000
UPPER QUARTILE	0	32400	0	34250	35250	36200	37200	38200	39250
MEDIAN	0	29200	0	30750	31550	32400	33200	34000	34800
LOWER QUARTILE	0	25400	0	26900	27650	28450	29200	29950	30700
LOWER DECILE	0	19650	0	21650	22650	23650	24600	25550	26500
MEAN	0	28850	0	30700	31650	32600	33550	34500	35450
TOTAL NUMBER	1	5	2	8	8	14	10	18	38
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47650	51750	55800	59600	62950	65600	67250	67700	63800
UPPER QUARTILE	41300	44350	47300	49950	52250	53900	54900	54950	51750
MEDIAN	36400	38700	40850	42700	44100	45100	45550	45400	43300
LOWER QUARTILE	32100	34100	35800	37150	38100	38650	38850	38700	37650
LOWER DECILE	28200	30350	31900	32850	33300	33400	33250	32900	32350
MEAN	37350	40100	42650	44800	46500	47600	48150	47950	45800
TOTAL NUMBER	103	133	200	150	171	132	117	150	221
OVER $83000	0	0	3	0	8	2	4	0	7
UNDER $16000	0	0	0	0	1	1	1	1	4

NON-SUPERVISORS

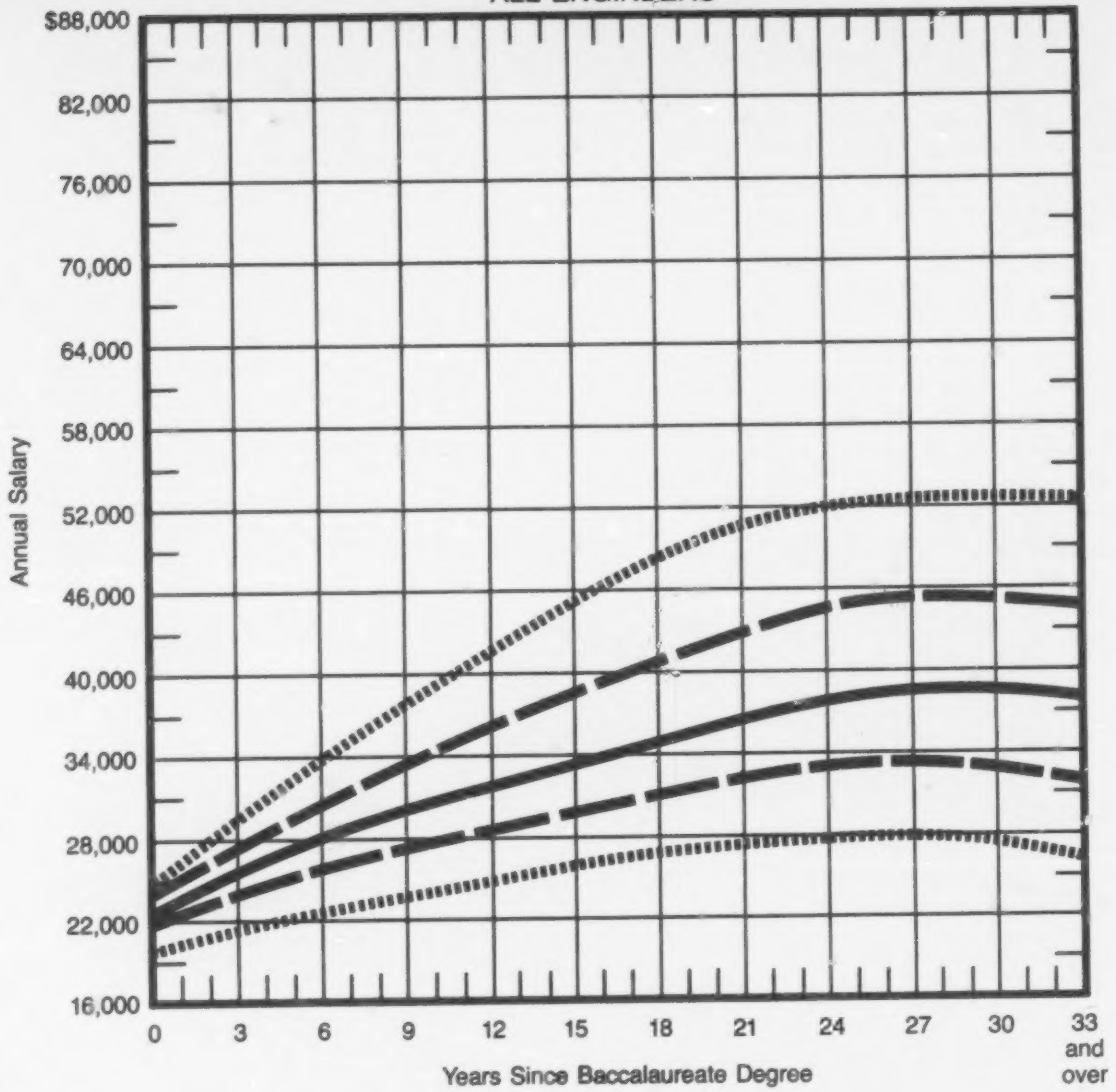
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30600	31700	32850	34000	35150	36300	37450	38600	39700
UPPER QUARTILE	28350	29300	30300	31250	32250	33250	34250	35200	36200
MEDIAN	24850	25700	26550	27400	28250	29100	29900	30750	31500
LOWER QUARTILE	22400	23100	23750	24400	25050	25700	26350	26950	27550
LOWER DECILE	21200	22750	22300	22800	23350	23800	24300	24750	25200
MEAN	25450	26250	27100	27950	28800	29650	30450	31250	32050
TOTAL NUMBER	114	164	194	175	164	129	115	138	100
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41900	45000	47600	49550	50900	51500	51500	50750	48450
UPPER QUARTILE	38050	40650	42750	44350	45300	45650	45350	44300	41500
MEDIAN	33000	34900	36400	37300	37700	37600	37100	36000	33800
LOWER QUARTILE	28650	30050	31100	31800	32100	32050	31700	30950	29400
LOWER DECILE	26000	27000	27750	28200	28450	28400	28250	27800	26950
MEAN	33550	35550	37150	38300	38950	39100	38850	38050	36200
TOTAL NUMBER	311	157	273	149	146	108	106	134	203
OVER $83000	0	0	0	0	0	1	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ▬▬▬ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪▪▪▪ Lower Decile

ALL METAL INDUSTRIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25350	26800	28300	29800	31350	32900	34450	36000	37500
UPPER QUARTILE	24400	25550	26650	27800	29000	30150	31350	32500	33700
MEDIAN	23100	24000	24900	25850	26800	27700	28600	29500	30400
LOWER QUARTILE	22000	22700	23450	24150	24900	25600	26250	26950	27600
LOWER DECILE	20900	21500	22100	22700	23250	23750	24250	24700	25150
MEAN	23200	24200	25150	26150	27100	28100	29050	30000	30900
TOTAL NUMBER	220	268	242	197	157	162	131	178	170
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	2	1	0	0	0	0	0	1

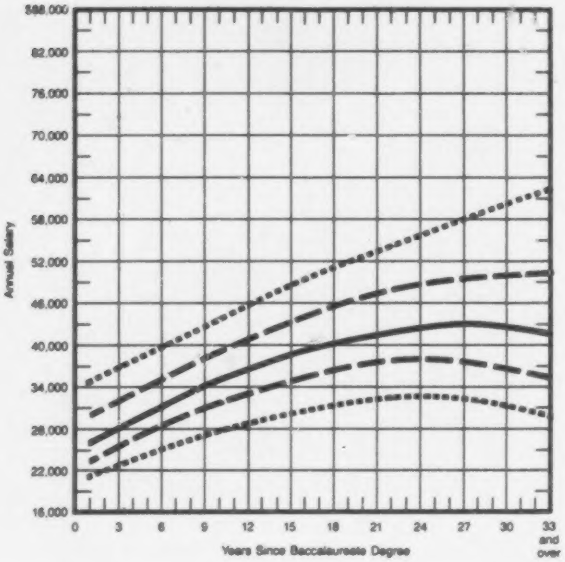
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40400	44350	47550	49950	51550	52450	52900	53050	52900
UPPER QUARTILE	35950	39050	41700	43650	44950	45600	45700	45350	44200
MEDIAN	32050	34300	36100	37450	38250	38650	38700	38400	37600
LOWER QUARTILE	28800	30300	31450	32250	32600	32700	32500	32000	31000
LOWER DECILE	25400	26750	27300	27600	27650	27500	27300	26950	26500
MEAN	32700	35050	37000	38400	39300	39600	39450	39750	39200
TOTAL NUMBER	472	422	354	304	245	251	239	355	380
OVER $83000	0	0	0	0	1	0	3	5	5
UNDER $16000	1	0	0	0	0	0	1	0	1

LEGEND

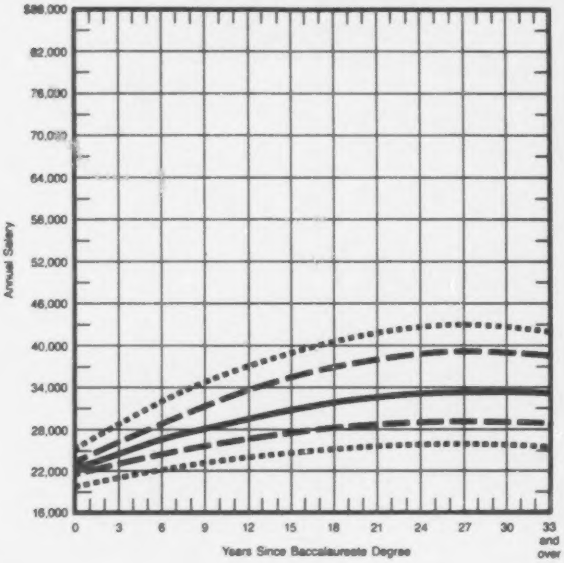
▪▪▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — — —	Upper Quartile
━━━━━━	Median
— — — —	Lower Quartile
▪▪▪▪▪▪▪▪▪▪▪▪	Lower Decile

ALL METAL INDUSTRIES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	34250	0	36650	37850	39050	40250	41400	42600
UPPER QUARTILE	0	30000	0	32200	33300	34400	35500	36600	37650
MEDIAN	0	26700	0	28750	29800	30800	31850	32850	33850
LOWER QUARTILE	0	23950	0	25850	26800	27750	28700	29600	30500
LOWER DECILE	0	21850	0	23550	24450	25300	26150	27000	27800
MEAN	0	27050	0	29250	30350	31400	32500	33550	34600
TOTAL NUMBER	3	6	4	13	7	14	27	30	43
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44850	48000	50900	53400	55550	57300	58700	60000	61150
UPPER QUARTILE	39800	42750	45350	47450	49000	50050	50650	50800	50300
MEDIAN	35800	38400	40550	42200	43200	43700	43700	43300	42050
LOWER QUARTILE	32150	34350	36000	37100	37700	37800	37600	37000	35850
LOWER DECILE	29350	31250	32650	33450	33650	33350	32650	31400	29250
MEAN	36550	39150	41250	42850	43900	44550	44800	44850	44500
TOTAL NUMBER	161	193	183	169	144	118	140	188	195
OVER $83000	0	0	0	0	1	0	3	5	5
UNDER $16000	0	0	0	0	0	0	1	0	0

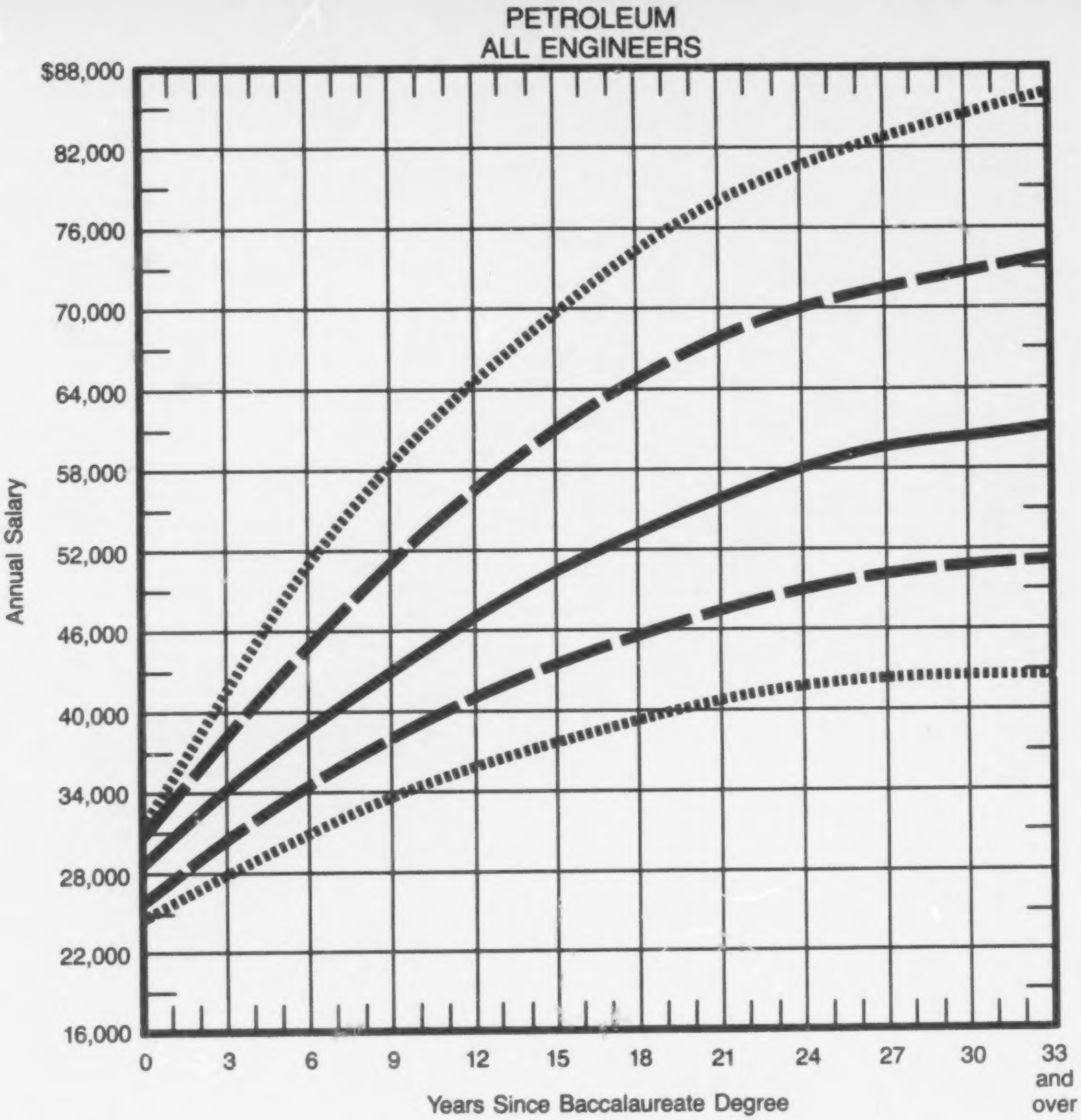
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25350	26800	28200	29550	30800	32050	33150	34200	35200
UPPER QUARTILE	24350	25500	26650	27700	28700	29650	30550	31400	32150
MEDIAN	22950	24000	24950	25900	26750	27550	28250	28900	29500
LOWER QUARTILE	21750	22650	23450	24250	24950	25550	26100	26600	27000
LOWER DECILE	20950	21550	22100	22650	23100	23500	23800	24100	24350
MEAN	23050	24100	25100	26050	26900	27700	28400	29050	29650
TOTAL NUMBER	217	262	238	184	150	148	104	148	127
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	1	1	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36900	38850	40250	41200	41850	42200	42450	42550	42600
UPPER QUARTILE	33500	35100	36300	37100	37650	38000	38200	38350	38400
MEDIAN	30500	31[illegible]50	32400	32900	33200	33400	33500	33600	33600
LOWER QUARTILE	27700	28300	28600	28650	28650	28600	28550	28500	28450
LOWER DECILE	24750	25100	25200	25250	25200	25150	25100	25050	25000
MEAN	30700	31850	32600	33100	33450	33650	33750	33850	33850
TOTAL NUMBER	311	229	171	135	101	133	99	167	185
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	0	0	0	0	0	0	0	1

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32550	35250	38050	40850	43700	46600	49450	52250	54950
UPPER QUARTILE	31500	33600	35700	37900	40050	42250	44400	46500	48600
MEDIAN	29400	31100	32800	34500	36250	37950	39600	41250	42850
LOWER QUARTILE	26600	28250	29650	31050	32450	33850	35150	36450	37700
LOWER DECILE	25500	26550	27600	28650	29650	30650	31650	32600	33550
MEAN	29100	30950	32800	34650	36500	38300	40100	41900	43600
TOTAL NUMBER	201	197	163	120	132	95	110	111	80
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

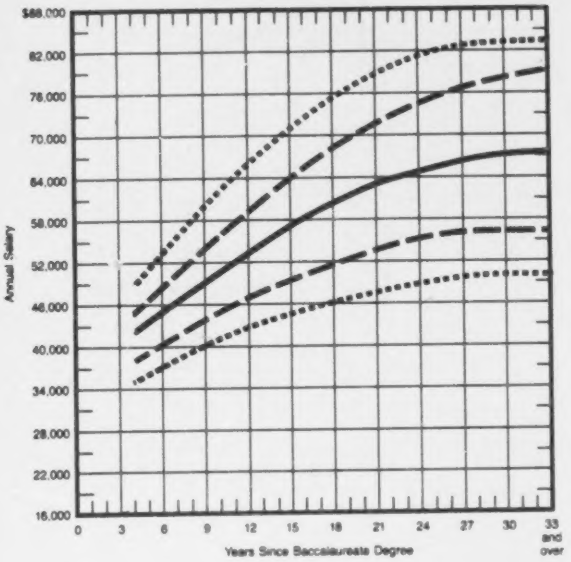
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	60150	66950	72400	76500	79400	81300	82450	83200	83450
UPPER QUARTILE	52600	58000	62500	66050	68750	70650	71850	72800	73200
MEDIAN	45900	49950	53400	56100	58150	59600	60550	61300	61650
LOWER QUARTILE	40000	43050	45500	47450	48850	49850	50500	51000	51250
LOWER DECILE	35250	37450	39250	40550	41450	42000	42350	42550	42600
MEAN	46600	51050	54500	57200	59200	60550	61450	62050	62350
TOTAL NUMBER	192	208	116	99	93	78	96	177	154
OVER $83000	0	2	2	7	12	8	13	23	20
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

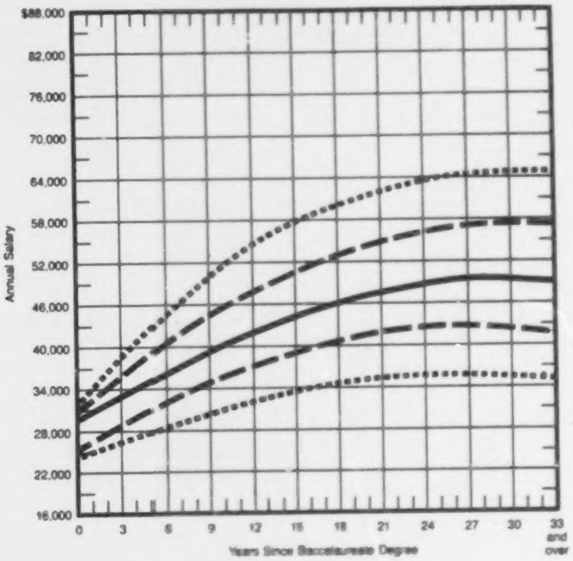
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — — —	Upper Quartile
━━━━━━	Median
— — — — —	Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Lower Decile

PETROLEUM

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	49650	52150	54650	57100	59550
UPPER QUARTILE	0	0	0	0	45550	47300	49100	50900	52700
MEDIAN	0	0	0	0	42550	43850	45150	46500	47800
LOWER QUARTILE	0	0	0	0	38650	39900	41100	42300	43500
LOWER DECILE	0	0	0	0	36850	37650	38400	39200	39950
MEAN	0	0	0	0	42850	44350	45850	47350	48800
TOTAL NUMBER	0	0	2	4	22	13	27	38	31
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	64250	70550	75600	79250	81600	82900	83400	83450	83000
UPPER QUARTILE	56350	61650	66550	70800	74250	76800	78450	79500	79350
MEDIAN	50500	54400	58050	61350	64050	66050	67450	68050	67050
LOWER QUARTILE	45750	48850	51450	53500	55000	55950	56400	56550	56100
LOWER DECILE	41450	43600	45500	47150	48450	49400	50000	50250	49400
MEAN	51750	55850	59500	62500	64800	66350	67250	67600	67000
TOTAL NUMBER	84	129	66	67	70	56	68	120	95
OVER $83000	0	2	2	7	12	8	12	22	17
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

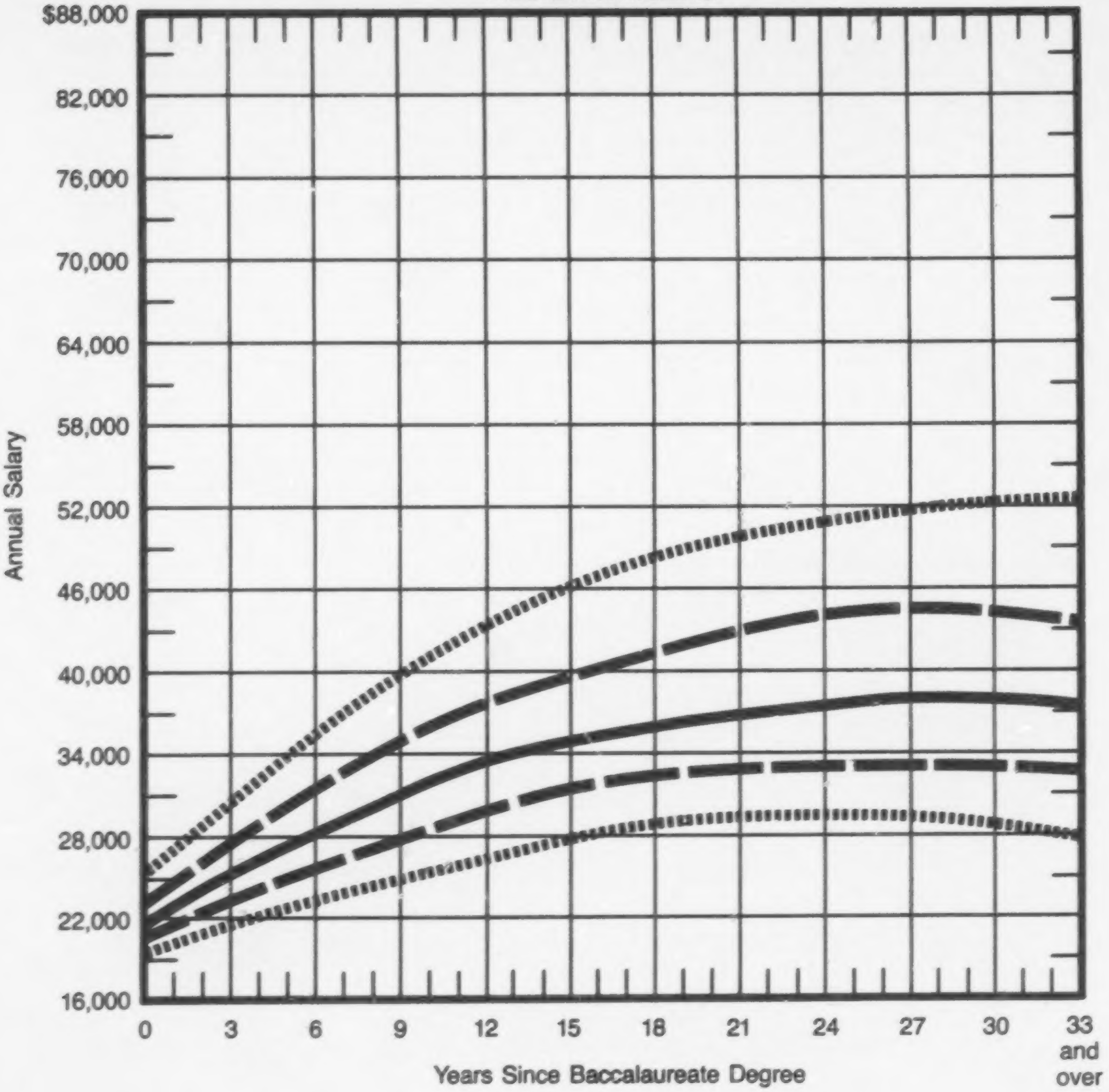
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	32950	35300	37650	40000	42200	44350	46400	48350	50150
UPPER QUARTILE	31800	33550	35300	37000	38650	40250	41750	43250	44600
MEDIAN	29550	31050	32550	34000	35350	36700	37950	39100	40200
LOWER QUARTILE	26800	28200	29600	30850	32050	33100	34100	35000	35850
LOWER DECILE	25450	26550	27550	28500	29350	30150	30800	31450	32000
MEAN	29300	30950	32500	34000	35450	36850	38150	39400	40500
TOTAL NUMBER	201	197	161	116	110	82	83	73	49
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53300	57100	59750	61600	62800	63500	63900	64150	64250
UPPER QUARTILE	47100	50250	52600	54350	55550	56350	56850	57200	57400
MEDIAN	42150	44500	46200	47450	48300	48850	49200	49450	49550
LOWER QUARTILE	37200	38700	39700	40350	40750	41000	41100	41150	41200
LOWER DECILE	32900	33900	34500	34900	35150	35250	35350	35350	35400
MEAN	42500	44900	46650	47850	48700	49200	49500	49700	49800
TOTAL NUMBER	108	79	50	32	23	22	28	57	59
OVER $83000	0	0	0	0	0	0	1	1	3
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

OTHER MANUFACTURING
ALL ENGINEERS



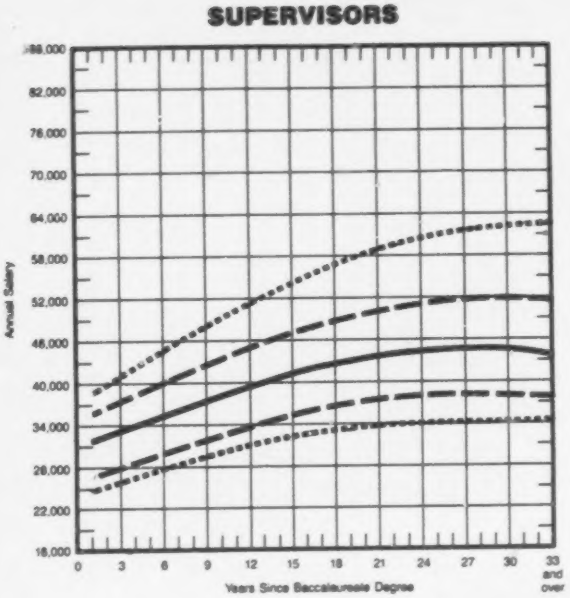
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26400	28250	30050	31900	33650	35350	37050	38600	40100
UPPER QUARTILE	24250	25700	27100	28550	29950	31350	32750	34050	35300
MEDIAN	22550	23750	24900	26100	27250	28350	29400	30400	31350
LOWER QUARTILE	21600	22500	23350	24200	25050	25850	26650	27400	28100
LOWER DECILE	20900	21550	22200	22850	23500	24100	24650	25200	25750
MEAN	23350	24500	25650	26800	27950	29050	30150	31150	32150
TOTAL NUMBER	410	426	424	316	277	239	221	269	228
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	2	2	0	0	0	0	0	0

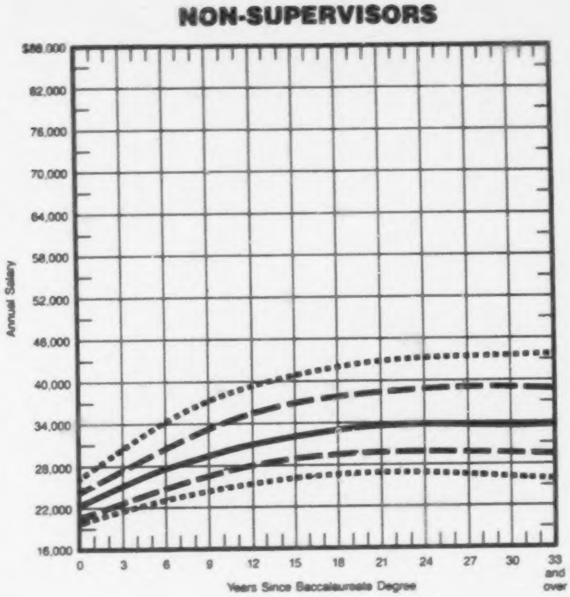
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42800	46100	48600	50300	51450	52200	52600	52850	52900
UPPER QUARTILE	37550	40350	42250	43450	44050	44250	44250	44100	43900
MEDIAN	33050	35050	36400	37250	37650	37850	37850	37800	37700
LOWER QUARTILE	29400	30950	32050	32700	33000	33000	32850	32500	32000
LOWER DECILE	26700	27850	28600	29050	29200	29150	28850	28400	27600
MEAN	34000	36250	37900	38950	39500	39750	39800	39700	39450
TOTAL NUMBER	646	614	502	417	427	328	291	580	567
OVER $83000	0	0	0	0	3	4	0	5	7
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — — Upper Quartile
━━━━━━━ Median
— — — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

OTHER MANUFACTURING


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	39450	40350	41350	42300	43250	44250	45250	46250
UPPER QUARTILE	0	36500	37250	38000	38750	39500	40250	41050	41800
MEDIAN	0	32350	33000	33650	34300	34900	35550	36200	36800
LOWER QUARTILE	0	27300	28200	29100	29900	30700	31450	32150	32800
LOWER DECILE	0	25400	26200	26950	27650	28350	28950	29550	30100
MEAN	0	33050	33700	34350	35000	35700	36350	37000	37650
TOTAL NUMBER	3	6	12	17	18	22	26	34	44
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48250	51250	54150	56850	59250	61200	62650	63550	62350
UPPER QUARTILE	43250	45450	47400	49200	50650	51750	52450	52650	51000
MEDIAN	38050	39750	41250	42550	43550	44200	44550	44550	43250
LOWER QUARTILE	33950	35400	36500	37300	37850	38250	38500	38700	38800
LOWER DECILE	31050	32200	33050	33600	34000	34250	34400	34550	34600
MEAN	38950	40850	42600	44150	45450	46450	47100	47350	46200
TOTAL NUMBER	166	231	206	180	191	123	119	253	196
OVER $83000	0	0	0	0	3	4	0	5	7
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

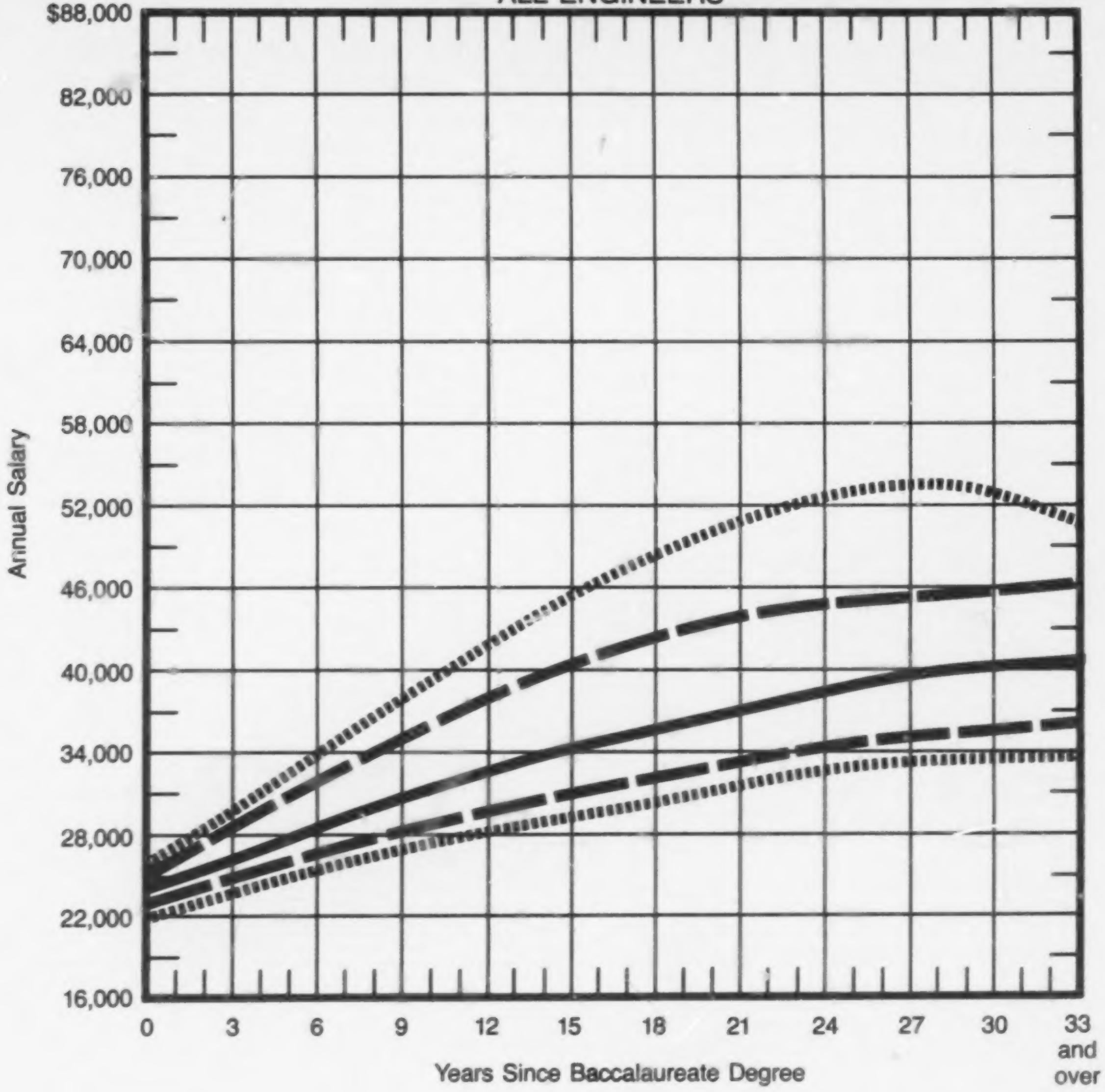
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26250	27550	29600	31150	32650	34000	35250	36400	37400
UPPER QUARTILE	24150	25600	27000	28300	29550	30750	31850	32850	33750
MEDIAN	22450	23700	24900	26050	27100	28050	28900	29700	30350
LOWER QUARTILE	21350	22450	23400	24350	25150	25900	26550	27100	27600
LOWER DECILE	20800	21500	22200	22850	23450	24050	24550	25050	25500
MEAN	23100	24300	25450	26550	27600	28550	29400	30200	30950
TOTAL NUMBER	407	420	412	299	259	217	195	235	184
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	2	2	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39150	41000	42150	42850	43300	43550	43700	43750	43800
UPPER QUARTILE	35250	36900	37950	38550	38900	39050	39150	39200	39200
MEDIAN	31550	32750	33600	34100	34400	34550	34650	34700	34700
LOWER QUARTILE	28450	29300	29850	30150	30350	30450	30500	30500	30500
LOWER DECILE	26200	27000	27400	27500	27450	27300	27100	26800	26550
MEAN	32150	33450	34250	34700	34950	35050	35100	35150	35150
TOTAL NUMBER	480	383	296	237	236	705	172	327	371
OVER $83000	0	0	0	0	0	[illegible]	0	0	0
UNDER $16000	0	0	0	0	0	2	0	0	0

LEGEND

·········	Upper Decile
— — —	Upper Quartile
━━━━	Median
– – –	Lower Quartile
·········	Lower Decile

AUTOMOTIVE & RAILROAD EQUIPMENT
ALL ENGINEERS



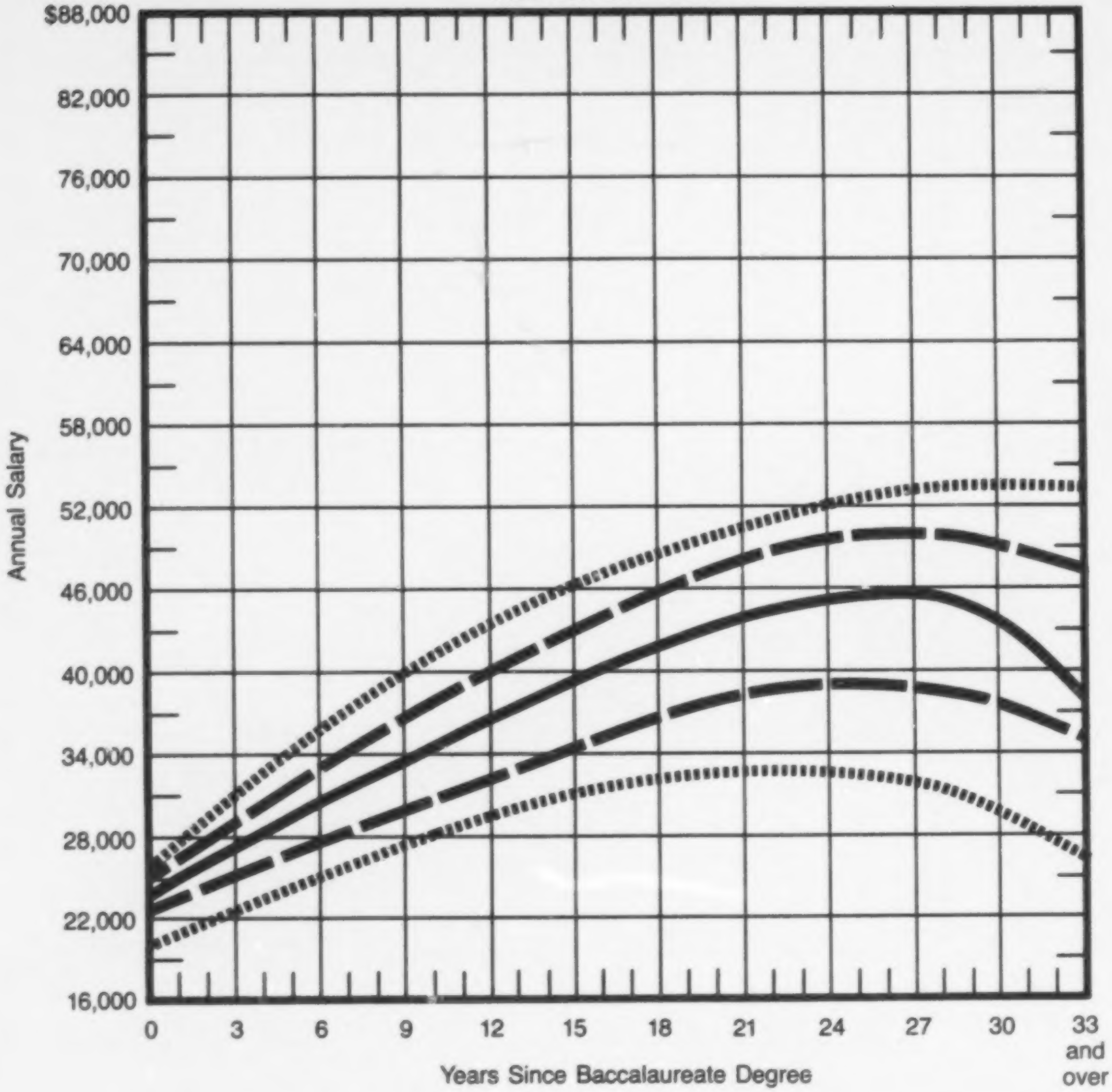
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26950	0	29100	30250	0	0	33600	0	36300
UPPER QUARTILE	26350	0	28100	29000	0	0	31650	0	33400
MEDIAN	24500	0	26150	26950	0	0	29250	0	30700
LOWER QUARTILE	23600	0	25050	25750	0	0	27800	0	29000
LOWER DECILE	23600	0	24550	25000	0	0	26350	0	27200
MEAN	25100	0	26700	27550	0	0	29950	0	31500
TOTAL NUMBER	7	3	6	11	3	2	7	4	11
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38900	42750	46400	49600	52150	53800	54500	53900	50150
UPPER QUARTILE	35050	37400	39500	41300	42800	44050	45000	45950	46750
MEDIAN	32050	33950	35550	36900	37950	38650	39500	40100	40550
LOWER QUARTILE	30150	31600	32800	33800	34550	35100	35550	35900	36150
LOWER DECILE	28050	29200	30250	31150	31900	32550	33000	33400	33700
MEAN	32950	34950	36750	38200	39400	40350	41000	41600	42050
TOTAL NUMBER	31	18	19	6	15	17	10	11	7
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
━━━━	Median
— — — —	Lower Quartile
▮▮▮▮▮▮▮▮	Lower Decile

FOOD
ALL ENGINEERS



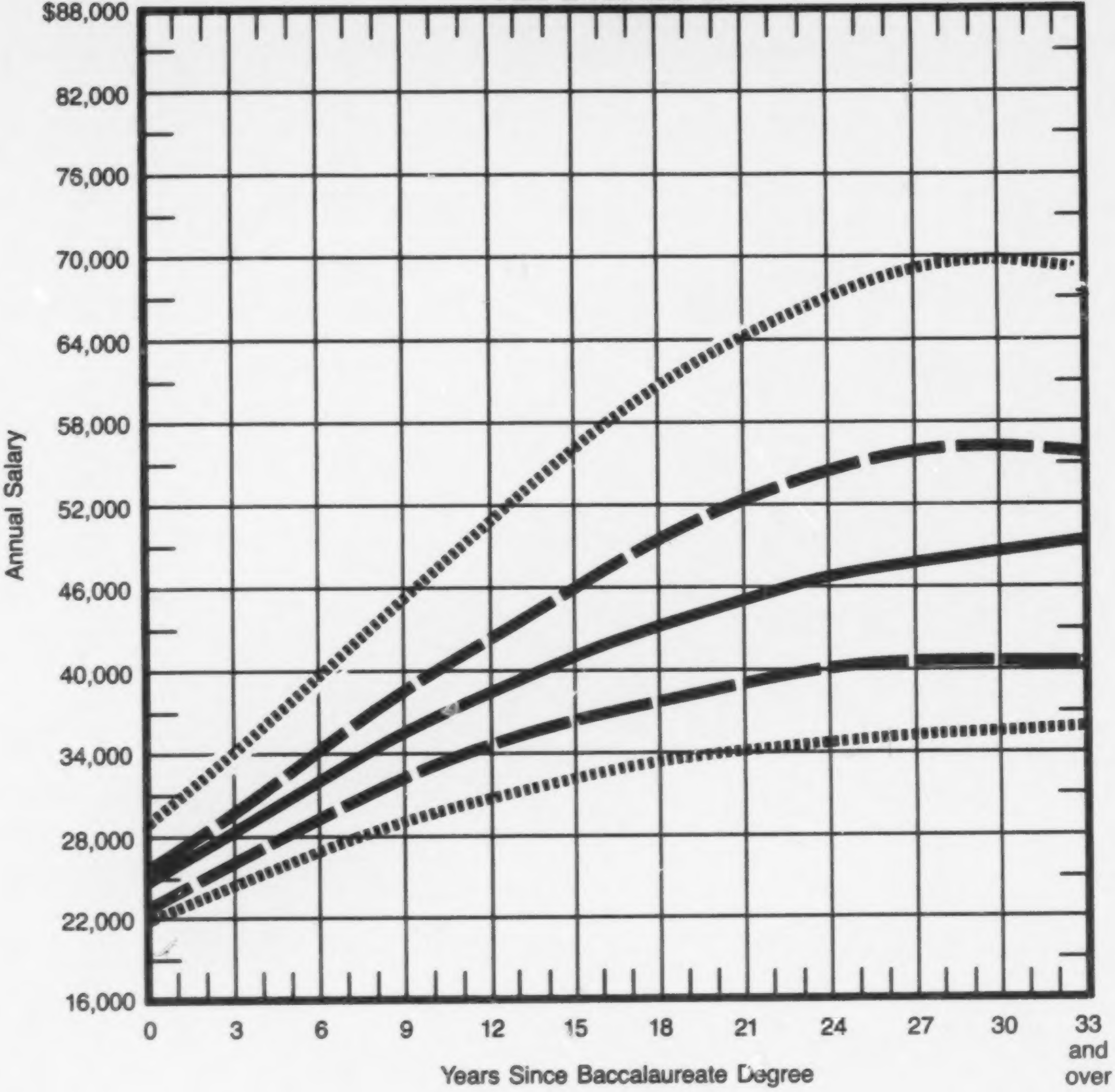
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26350	28150	29950	31750	33550	35250	36950	38500	40050
UPPER QUARTILE	26100	27200	28300	29450	30600	31800	33050	34300	35550
MEDIAN	24500	25400	26300	27250	28250	29250	30300	31350	32400
LOWER QUARTILE	23300	24050	24800	25600	26400	27200	28000	28850	29650
LOWER DECILE	20250	21050	21900	22750	23600	24450	25300	26100	26950
MEAN	24700	25650	26600	27600	28600	29650	30650	31700	32800
TOTAL NUMBER	9	9	12	7	6	17	26	9	20
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42800	46200	48800	50650	51950	52750	53250	53600	53750
UPPER QUARTILE	38050	41700	45050	47850	49800	50900	51050	50100	46650
MEDIAN	34550	37750	40750	43300	45100	46000	45800	44000	37750
LOWER QUARTILE	31300	33650	35800	37550	38750	39300	39100	37750	33200
LOWER DECILE	28550	30650	32200	33100	33200	32650	31450	29300	25200
MEAN	34400	37900	40600	42750	44200	44850	44700	43400	39450
TOTAL NUMBER	44	31	24	23	22	20	13	38	25
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

┅┅┅┅┅	Upper Decile
— — — —	Upper Quartile
━━━━━	Median
— — — —	Lower Quartile
┅┅┅┅┅	Lower Decile

PAPER AND WOOD
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28100	29650	31250	32900	34650	36450	38300	40200	42150
UPPER QUARTILE	26000	27550	29100	30650	32200	33750	35300	36800	38300
MEDIAN	25000	26050	27150	28200	29300	30400	31450	32500	33550
LOWER QUARTILE	23500	24400	25350	26250	27200	28100	28950	29850	30650
LOWER DECILE	22600	23350	24150	24900	25650	26350	27000	27650	28300
MEAN	25050	26300	27550	28800	30100	31350	32550	33800	35000
TOTAL NUMBER	32	28	20	23	21	23	13	22	12
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

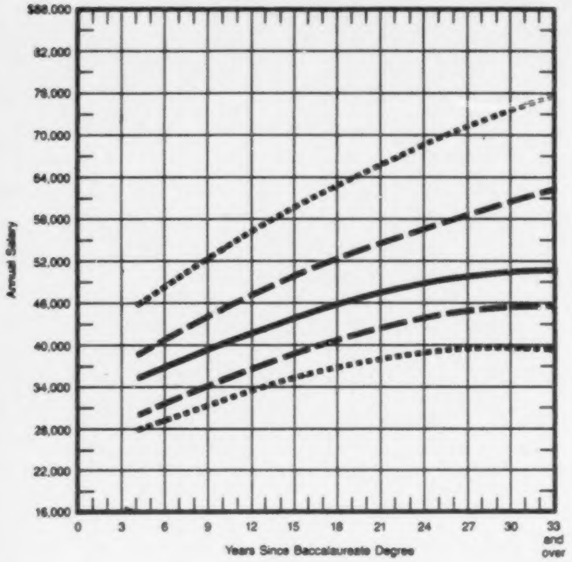
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46150	52250	58000	62950	66800	69250	70350	70250	67950
UPPER QUARTILE	41100	44850	48000	50550	52450	53800	54700	55350	55650
MEDIAN	35600	38450	41000	43200	45000	46450	47550	48450	49050
LOWER QUARTILE	32250	34450	36300	37800	39050	40000	40650	41300	41700
LOWER DECILE	29450	30900	32100	33050	33750	34300	34650	34950	35150
MEAN	37250	40400	43050	45300	47050	48350	49300	50050	50500
TOTAL NUMBER	48	30	26	34	28	27	28	56	42
OVER $83000	0	0	0	0	1	2	0	3	2
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

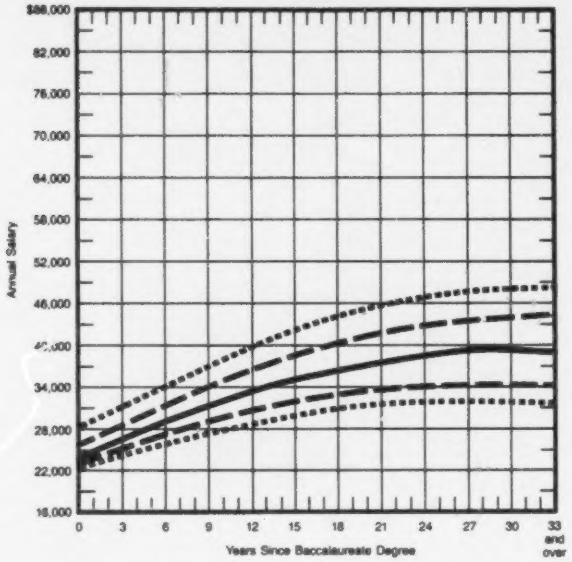
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
▬▬▬▬▬▬	Median
— — — —	Lower Quartile
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	Lower Decile

PAPER AND WOOD

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	46050	0	48400	49550	50750
UPPER QUARTILE	0	0	0	0	39550	0	41600	42600	43650
MEDIAN	0	0	0	0	35900	0	37400	38150	38900
LOWER QUARTILE	0	0	0	0	30550	0	32100	32850	33600
LOWER DECILE	0	0	0	0	28250	0	29450	30050	30650
MEAN	0	0	0	0	36400	0	38100	38950	39800
TOTAL NUMBER	0	0	2	2	5	1	5	5	6
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53200	56950	60700	64300	67700	70700	73150	75350	75650
UPPER QUARTILE	45800	49000	52150	55150	57800	60000	61600	62650	61200
MEDIAN	40450	42700	44850	46850	48600	50050	51100	51850	51150
LOWER QUARTILE	35200	37500	39750	41800	43600	45050	46050	46550	45100
LOWER DECILE	31850	33600	35250	36800	38150	39200	40000	40450	39700
MEAN	41550	44150	46700	49050	51200	53000	54350	55300	54600
TOTAL NUMBER	23	15	17	22	20	15	18	39	29
OVER $83000	0	0	0	0	1	2	0	3	2
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

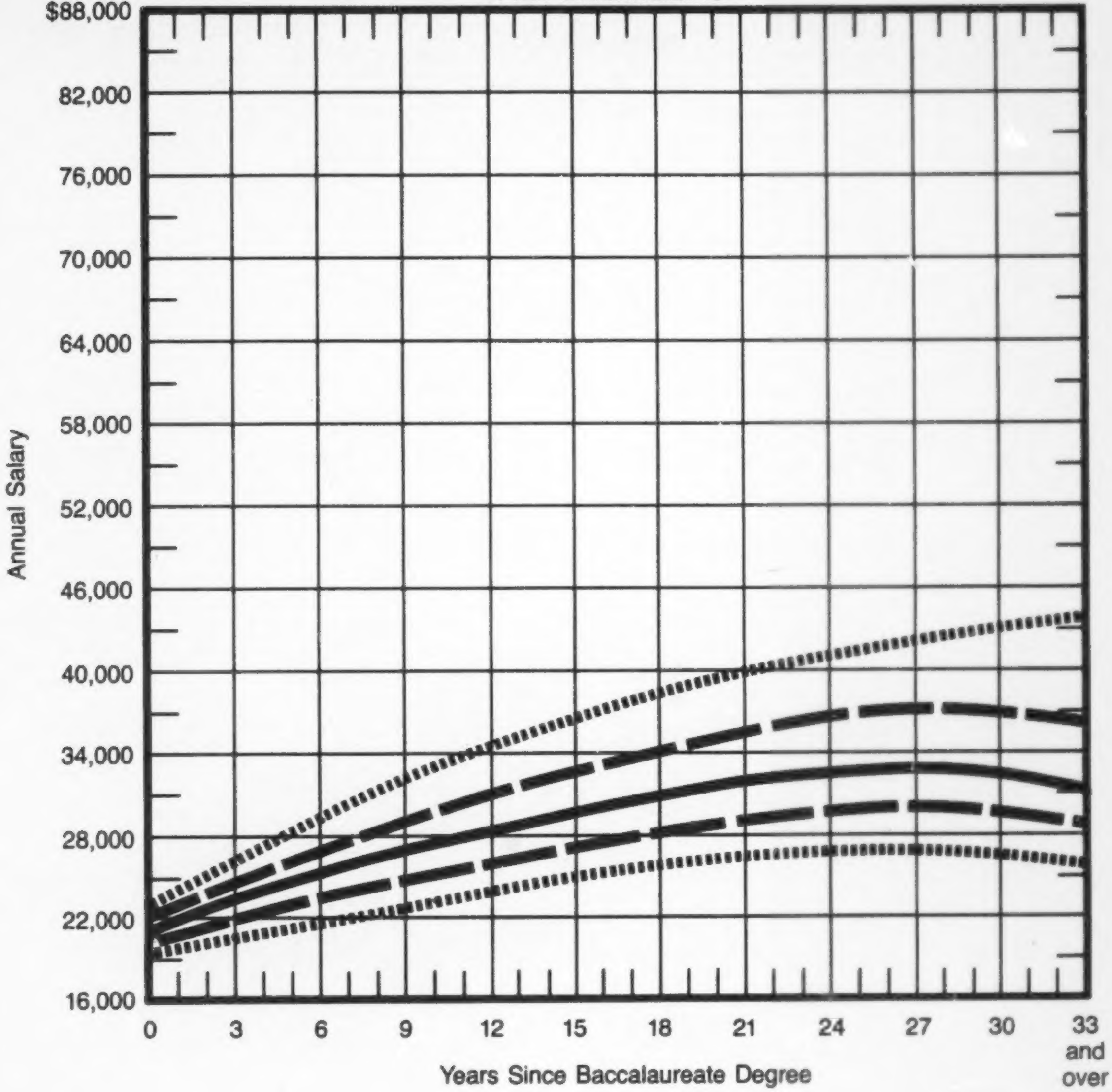
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28400	29600	30750	31950	33100	34200	35300	36300	37300
UPPER QUARTILE	26400	27550	28700	29800	30850	31900	32950	33900	34850
MEDIAN	24800	25950	27050	28100	29100	30050	30950	31800	32600
LOWER QUARTILE	23150	24250	25350	26350	27250	28100	28900	29600	30250
LOWER DECILE	22250	23200	24100	24950	25700	26400	27000	27550	28050
MEAN	25000	26100	27200	28250	29300	30250	31150	31950	32750
TOTAL NUMBER	32	28	18	21	16	22	8	17	6
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39200	41600	43600	45150	46350	47200	47800	48300	48600
UPPER QUARTILE	36550	38800	40550	41950	43000	43700	44250	44650	44850
MEDIAN	34000	35700	36950	37850	38750	38900	39150	39350	39400
LOWER QUARTILE	31300	32500	33250	33800	34100	34300	34400	34450	34500
LOWER DECILE	28900	29800	30400	30800	31050	31200	31250	31300	31350
MEAN	34150	35800	37050	37900	38500	38900	39150	39350	39400
TOTAL NUMBER	25	15	9	12	8	12	10	17	13
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

SHIPBUILDING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22950	24100	25200	26300	27450	28550	29650	30700	31700
UPPER QUARTILE	22250	23150	24100	25050	25950	26900	27800	28700	29600
MEDIAN	21700	22450	23200	24000	24750	25500	26200	26950	27600
LOWER QUARTILE	21200	21800	22400	23000	23600	24150	24700	25250	25700
LOWER DECILE	20500	20950	21450	21900	22350	22800	23200	23600	23950
MEAN	21700	22450	23250	24050	24800	25550	26300	27000	27700
TOTAL NUMBER	217	202	185	95	58	33	31	39	52
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	1	0	0	0	0	0	0

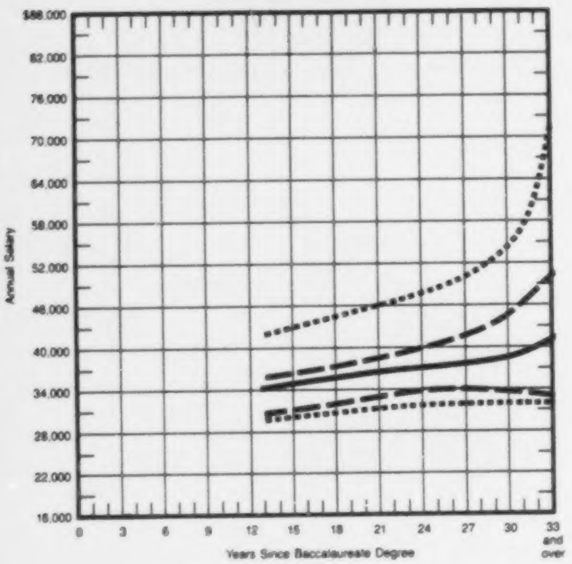
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	33650	36250	38350	40000	41200	42050	42600	43100	43400
UPPER QUARTILE	31250	33400	35100	36300	37000	37300	37300	36950	36250
MEDIAN	28900	30500	31750	32550	33000	33100	33000	32600	31800
LOWER QUARTILE	26600	27700	28500	29000	29200	29200	29050	28700	28100
LOWER DECILE	24600	25450	26000	26350	26500	26450	26300	26000	25400
MEAN	29000	30700	32050	33050	33700	34050	34200	34200	34000
TOTAL NUMBER	112	105	127	93	91	60	62	83	60
OVER $83000	0	0	0	0	0	0	0	1	1
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

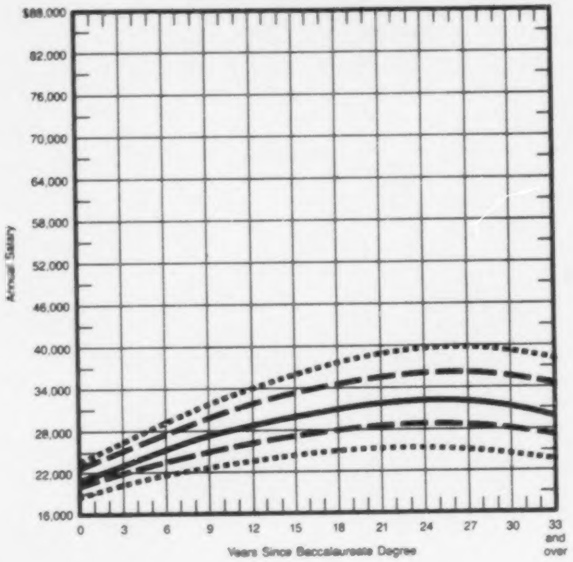
▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
━━━━	Median
— — — —	Lower Quartile
▮▮▮▮▮▮▮▮	Lower Decile

SHIPBUILDING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	2	0	0	0	0	0
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	0	42000	42950	44300	46050	48300	51250	56600	72700
UPPER QUARTILE	0	36950	37750	38750	39900	41200	42750	45250	51200
MEDIAN	0	34200	35000	35600	36600	37400	38150	39100	40500
LOWER QUARTILE	0	31750	32850	33700	34300	34650	34700	34300	32400
LOWER DECILE	0	30500	31250	31850	32300	32550	32600	32400	31300
MEAN	0	35350	36200	37200	38200	39350	40600	42400	46200
TOTAL NUMBER	4	13	29	21	24	8	18	16	13
OVER $83000	0	0	0	0	0	0	0	1	1
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

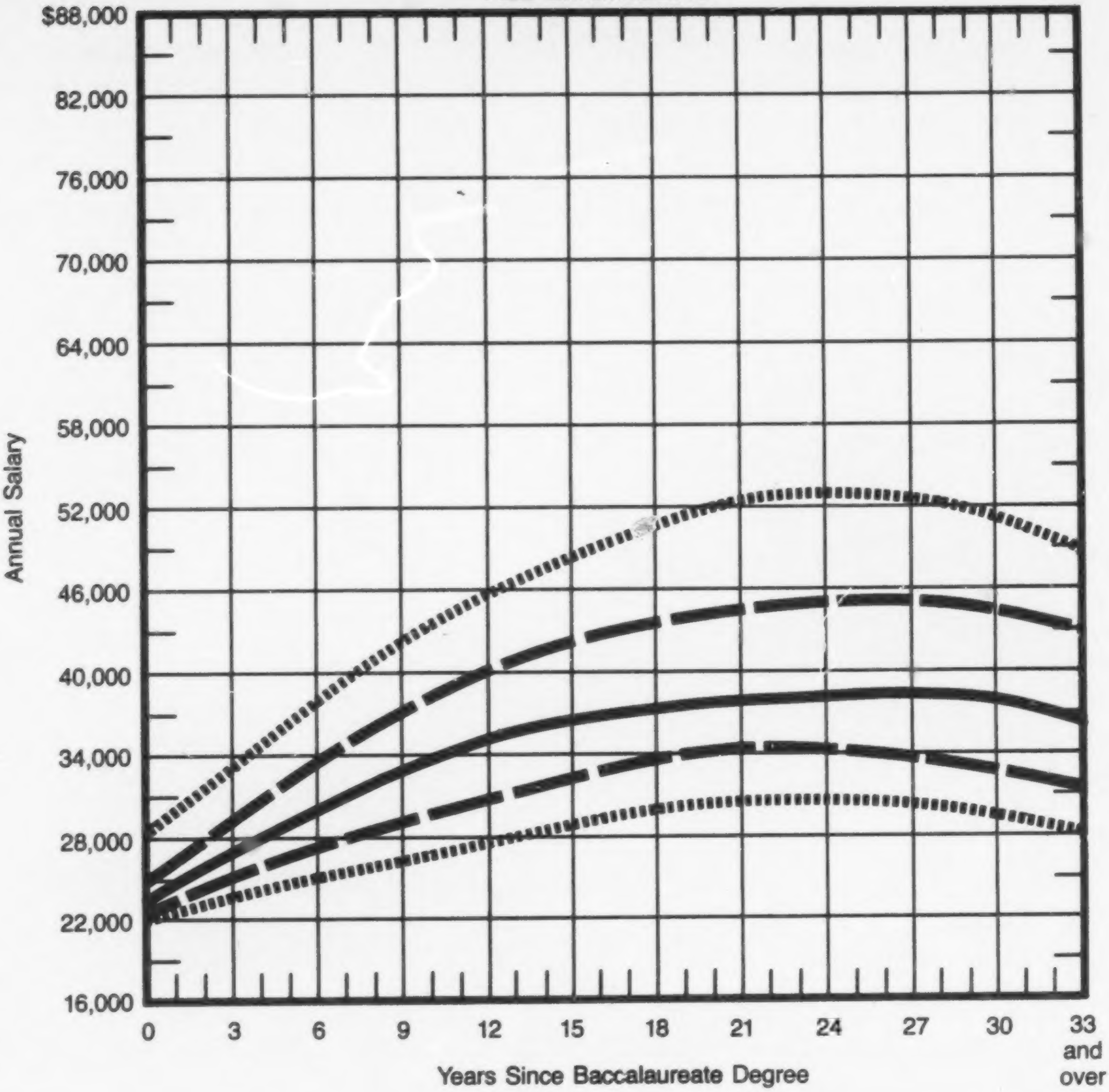
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23000	24050	25150	26200	27300	28350	29400	30450	31400
UPPER QUARTILE	22200	23150	24100	25050	26000	26900	27800	28650	29450
MEDIAN	21650	22450	23250	24000	24750	25500	26200	26850	27450
LOWER QUARTILE	21150	21800	22450	23050	23650	24200	24700	25200	25650
LOWER DECILE	20550	21000	21450	21850	22300	22650	23050	23400	23750
MEAN	21700	22500	23250	24000	24750	25500	26200	26850	27500
TOTAL NUMBER	217	202	185	93	58	33	31	39	52
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	33250	35650	37450	38600	39200	39350	39150	38700	37850
UPPER QUARTILE	30950	32800	34100	34900	35250	35300	35150	34750	34200
MEDIAN	28600	29500	30850	31350	31600	31600	31450	31150	30700
LOWER QUARTILE	26450	27300	27850	28100	28200	28100	27950	27750	27450
LOWER DECILE	24350	25100	25600	25900	26000	25950	25800	25500	24950
MEAN	28700	30150	31250	31900	32200	32250	32100	31700	31050
TOTAL NUMBER	106	92	98	72	67	52	44	67	47
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ▬▬▬ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪▪▪▪ Lower Decile

MISCELLANEOUS MANUFACTURING
ALL ENGINEERS

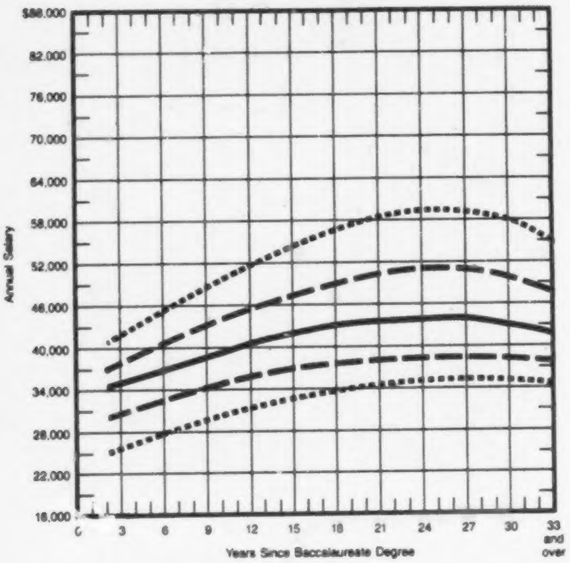


YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29650	31200	32600	34000	35450	36900	38350	39750	41150
UPPER QUARTILE	25750	27150	28600	30050	31450	32900	34250	35600	36900
MEDIAN	24200	25300	26400	27500	28550	29650	30650	31700	32650
LOWER QUARTILE	23400	24150	24900	25700	26450	27150	27900	28600	29250
LOWER DECILE	22400	22950	23450	24000	24550	25050	25600	26100	26600
MEAN	25100	26150	27200	28300	29350	30400	31400	32400	33400
TOTAL NUMBER	119	149	166	144	162	151	130	181	116
OVER $53000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	1	0	0	0	0	0	0

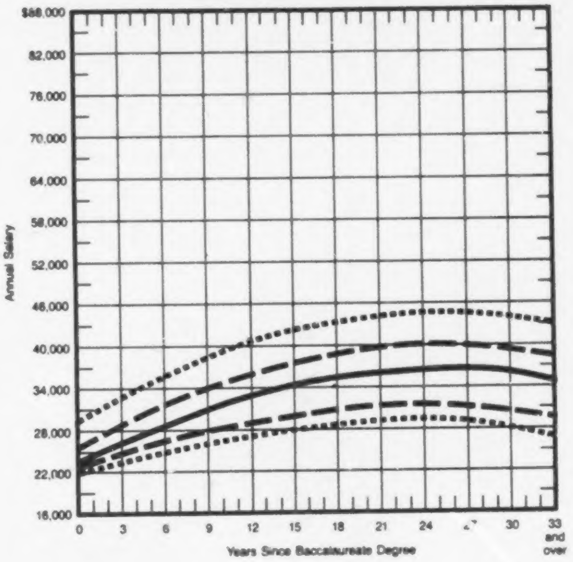
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43850	47400	50200	52000	52850	52850	52200	50700	48000
UPPER QUARTILE	39250	42000	43850	44750	44950	44650	44050	43200	42100
MEDIAN	34400	36550	38050	38850	39150	39000	38550	37850	36800
LOWER QUARTILE	30500	32100	33300	34050	34400	34350	34000	33250	31750
LOWER DECILE	27550	28800	29800	30500	30850	30850	30550	29650	27350
MEAN	35200	37500	39200	40250	40650	40550	40100	39250	37750
TOTAL NUMBER	361	387	261	236	215	162	163	333	391
OVER $53000	0	0	0	0	1	1	0	0	2
UNDER $16000	0	0	0	0	0	0	0	0	0

MISCELLANEOUS MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	41050	42050	43100	44100	45150	46150	47150
UPPER QUARTILE	0	0	37450	38250	39100	39900	40750	41550	42400
MEDIAN	0	0	34050	34800	35600	36350	37050	37750	38450
LOWER QUARTILE	0	0	29700	30450	31200	31950	32650	33300	33950
LOWER DECILE	0	0	25800	26650	27500	28250	29000	29700	30400
MEAN	0	0	34100	34850	35600	36400	37150	37850	38600
TOTAL NUMBER	2	3	7	11	8	18	18	26	28
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49150	52000	54500	56600	58150	59000	59100	58150	53700
UPPER QUARTILE	43950	46200	48150	49750	50900	51500	51600	50800	47350
MEDIAN	39700	41350	42650	43500	44000	44100	43950	43350	41850
LOWER QUARTILE	35100	36600	37700	38450	38850	39000	38950	38650	38050
LOWER DECILE	31550	32950	33950	34550	34900	35000	35050	34950	34850
MEAN	40000	41900	43500	44750	45650	46100	46150	45700	43850
TOTAL NUMBER	99	157	118	111	97	60	59	134	117
OVER $83000	0	0	0	0	1	1	0	0	2
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

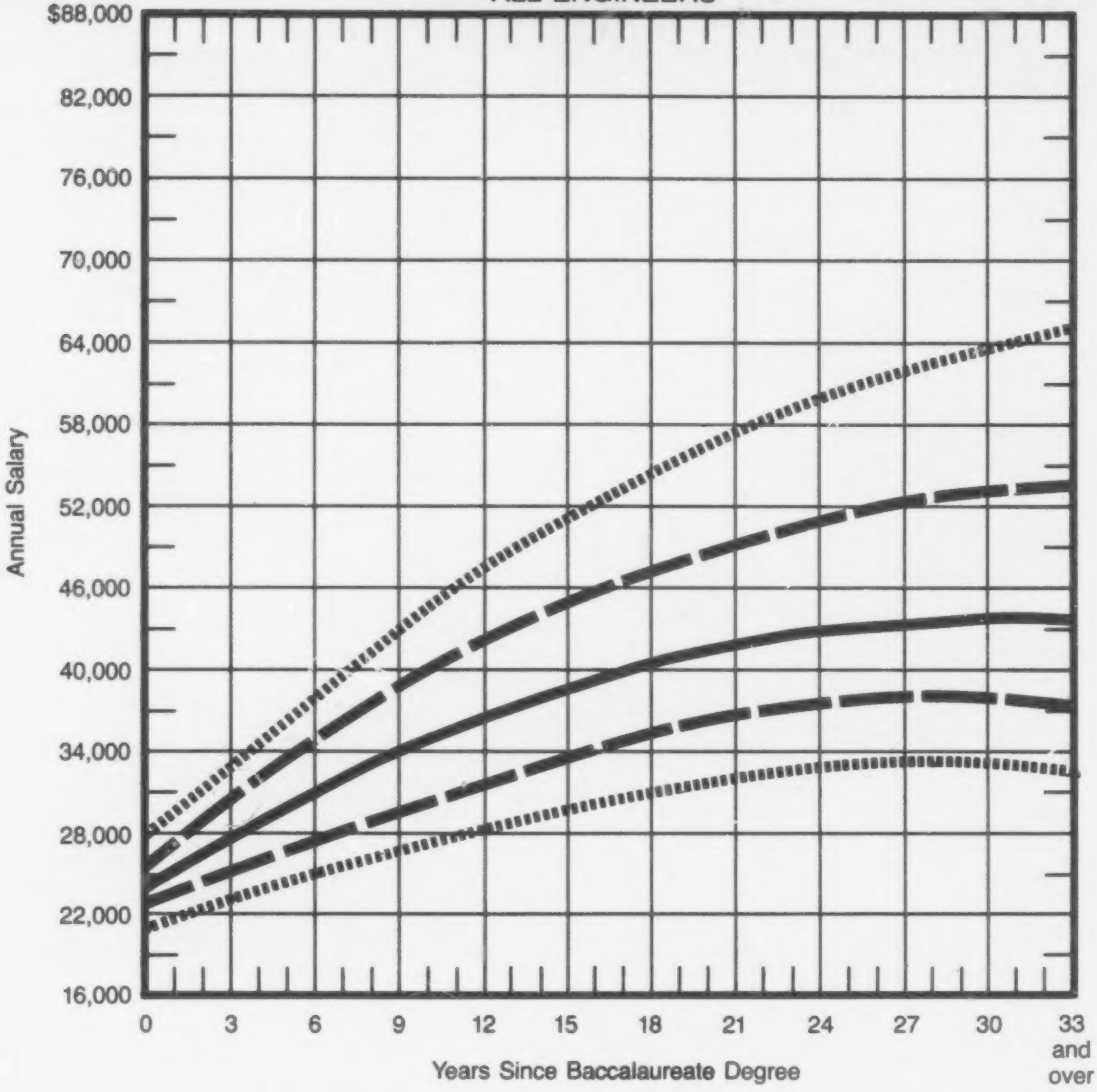
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	29100	30500	31850	33200	34450	35650	36800	37850	38850
UPPER QUARTILE	25700	27050	28300	29600	30800	32000	33100	34150	35100
MEDIAN	24300	25300	26300	27250	28200	29100	29950	30750	31500
LOWER QUARTILE	23600	24250	24900	25500	26150	26750	27350	27900	28450
LOWER DECILE	22500	22950	23450	23900	24350	24800	25250	25650	26050
MEAN	25000	26000	26950	27900	28800	29700	30500	31300	32050
TOTAL NUMBER	117	146	159	133	154	133	112	155	88
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40500	42350	43450	44000	44150	44100	43950	43750	43500
UPPER QUARTILE	36750	38500	39550	40050	40100	39950	39650	39350	39000
MEDIAN	32800	34300	35200	35700	35800	35700	35500	35150	34700
LOWER QUARTILE	29400	30650	31550	32100	32300	32250	31950	31350	30150
LOWER DECILE	26800	27750	28500	28950	29150	29100	28800	28150	26500
MEAN	33300	34800	35750	36250	36400	36250	36000	35600	35100
TOTAL NUMBER	262	230	143	125	118	102	104	199	274
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

ALL NON-MANUFACTURING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27300	28950	30650	32350	34100	35850	37650	39400	41100
UPPER QUARTILE	25300	26800	28350	29900	31400	32950	34450	35950	37350
MEDIAN	24250	25400	26600	27750	28950	30100	31300	32450	33550
LOWER QUARTILE	23200	24050	24900	25750	26650	27500	28350	29200	30000
LOWER DECILE	21750	22450	23100	23800	24450	25100	25750	26400	27000
MEAN	24450	25650	26800	28000	29200	30400	31600	32800	33950
TOTAL NUMBER	1905	2283	1917	2024	1835	1499	1496	1760	1778
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	4	5	3	5	3	1	3	1

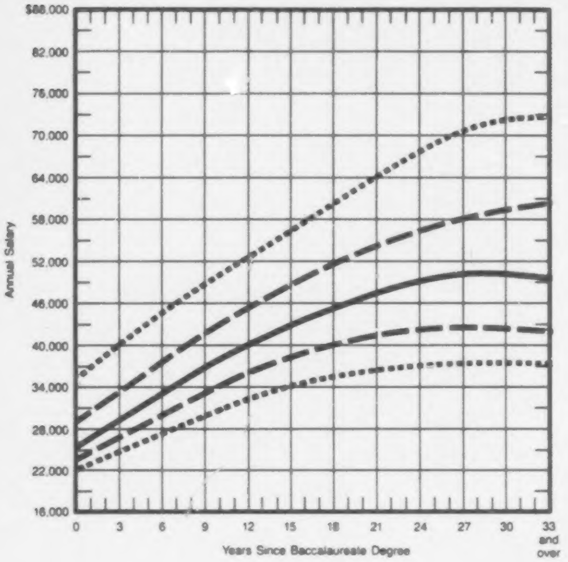
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44500	49200	53350	56800	59550	61650	63100	64250	64950
UPPER QUARTILE	40100	43750	46750	49050	50750	51950	52700	53200	53400
MEDIAN	35650	38500	40750	42450	43600	44300	44650	44750	44650
LOWER QUARTILE	31550	33700	35450	36750	37650	38200	38400	38300	37800
LOWER DECILE	28150	29650	30900	31850	32550	32900	33100	33100	32800
MEAN	36150	39100	41600	43550	45000	45950	46550	47000	47250
TOTAL NUMBER	4945	4140	3616	3052	3013	2258	1982	3254	2874
OVER $83000	0	1	8	20	30	32	34	80	91
UNDER $16000	0	2	2	1	0	0	1	0	4

LEGEND

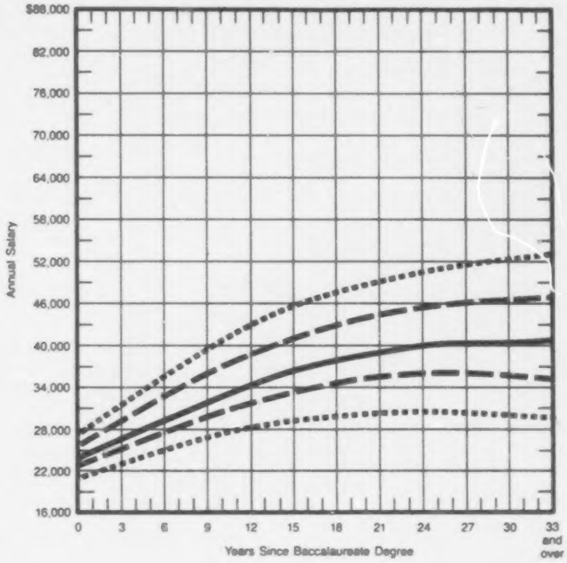
▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪	Lower Decile

ALL NON-MANUFACTURING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36400	37550	38700	39950	41200	42500	43800	45150	46500
UPPER QUARTILE	30900	32150	33450	34800	36150	37500	38900	40250	41650
MEDIAN	26650	27900	29150	30450	31800	33100	34400	35700	37000
LOWER QUARTILE	24450	25450	26500	27550	28650	29700	30750	31800	32800
LOWER DECILE	22750	23600	24500	25350	26250	27100	27950	28800	29600
MEAN	28500	29600	30750	31900	33050	34200	35400	36550	37700
TOTAL NUMBER	50	68	86	89	118	144	220	306	365
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	49300	53600	57900	62050	65900	69150	71700	73600	72950
UPPER QUARTILE	44350	48200	51700	54650	56950	58650	59700	60400	60400
MEDIAN	39500	42950	45800	48000	49500	50450	50850	50900	50550
LOWER QUARTILE	34750	37450	39650	41300	42450	43150	43400	43350	42900
LOWER DECILE	31150	33250	34900	36150	36950	37400	37600	37500	37100
MEAN	40050	43300	46250	48700	50650	51950	52800	53150	52850
TOTAL NUMBER	1399	1431	1453	1256	1337	1041	910	1654	1364
OVER $83000	0	1	8	20	30	31	33	75	88
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

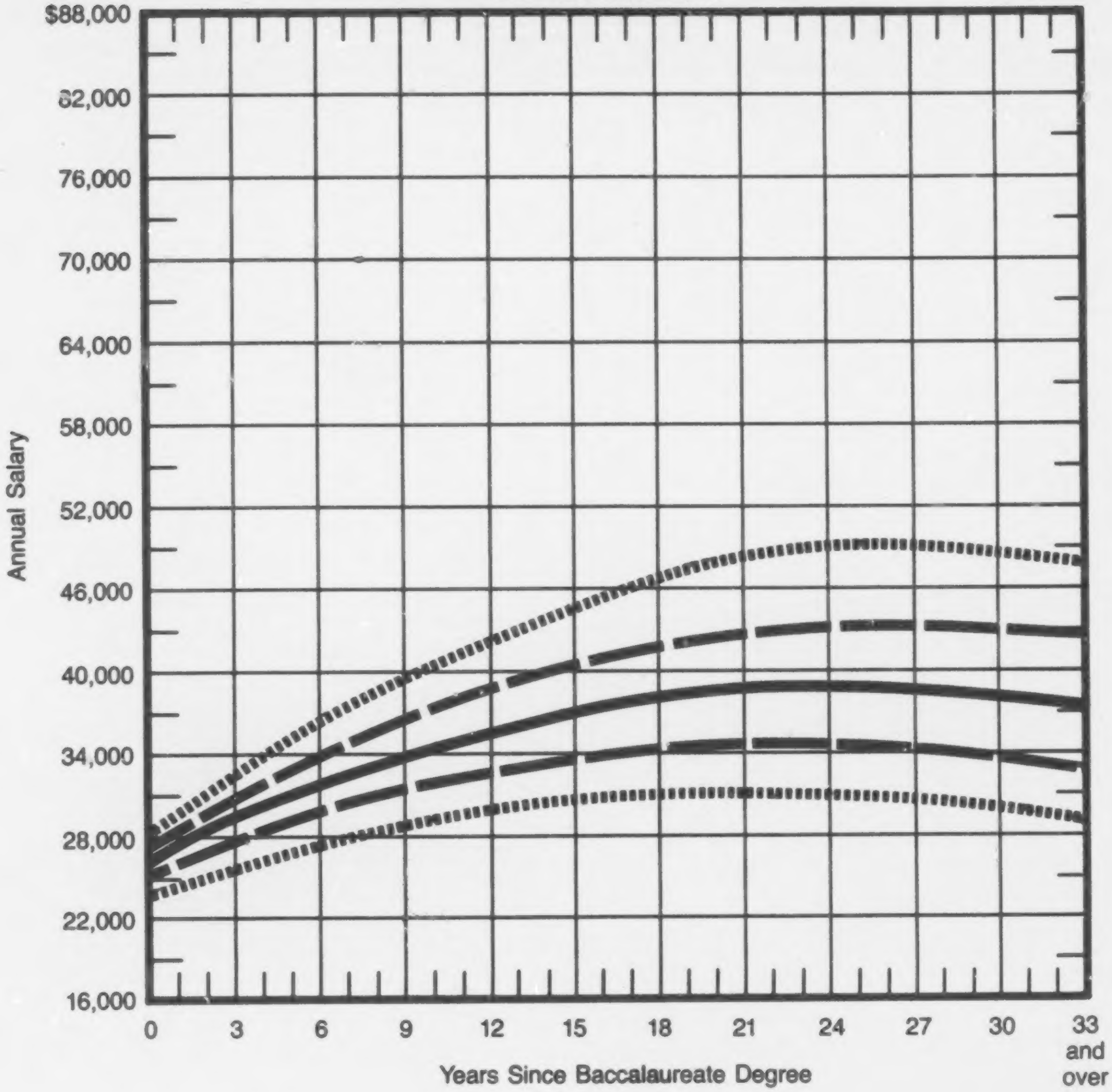
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27050	28700	30300	31900	33500	35050	36500	37950	39300
UPPER QUARTILE	25200	26750	28250	29750	31200	32550	33900	35150	36300
MEDIAN	24200	25350	26500	27650	28800	29900	30950	31950	32900
LOWER QUARTILE	23200	24000	24850	25700	26500	27250	28050	28750	29450
LOWER DECILE	21750	22450	23100	23750	24350	24950	25500	26050	26550
MEAN	24300	25500	26700	27850	28950	30050	31100	32050	33000
TOTAL NUMBER	1855	2215	1831	1935	1717	1355	1276	1454	1413
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	2	4	5	3	5	3	1	3	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41600	45000	47500	49300	50600	51450	52000	52350	52500
UPPER QUARTILE	38400	41000	42900	44250	45200	45750	46100	46300	46400
MEDIAN	34650	36800	38400	39450	40100	40500	40650	40750	40750
LOWER QUARTILE	30750	32400	33700	34550	35100	35400	35500	35450	35250
LOWER DECILE	27450	28550	29400	29950	30350	30550	30700	30750	30750
MEAN	34700	36800	38400	39600	40400	40950	41300	41500	41600
TOTAL NUMBER	3546	2709	2163	1796	1676	1217	1072	1600	1510
OVER $83000	0	0	0	0	0	1	1	5	3
UNDER $16000	0	2	2	1	0	0	1	0	

LEGEND

- ▪▪▪▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ━━━━ Median
- – – – Lower Quartile
- ▪▪▪▪▪▪▪▪▪ Lower Decile

BUSINESS, TRADE, AND PUBLISHING
ALL ENGINEERS



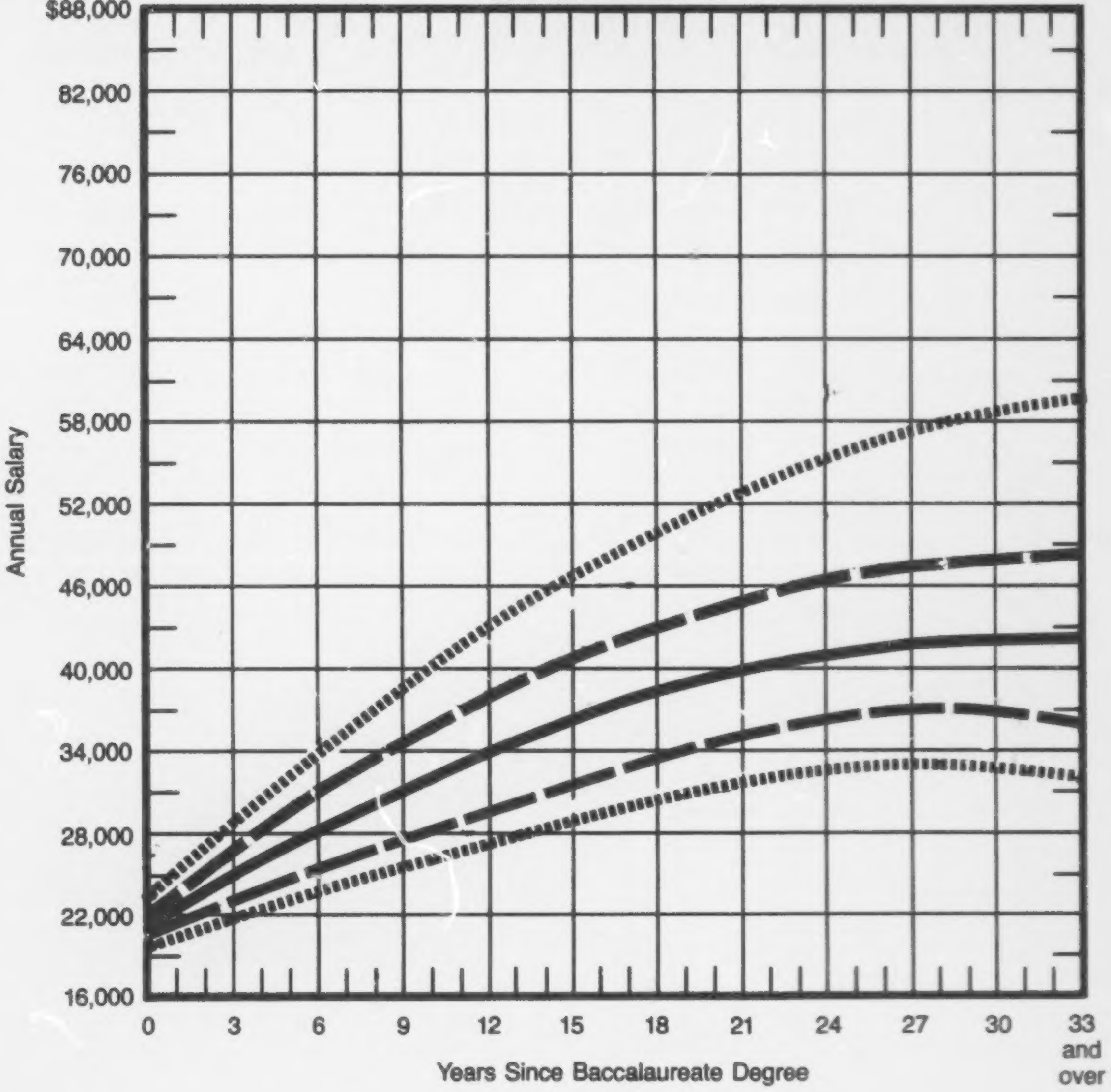
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28300	25850	31400	32950	34500	36000	37450	38800	40150
UPPER QUARTILE	27100	28450	29800	31150	32450	33700	34950	36050	37150
MEDIAN	26050	27200	28300	29400	30450	31450	32400	33300	34100
LOWER QUARTILE	25000	25950	26900	27750	28600	29400	30150	30800	31450
LOWER DECILE	24400	24950	25500	26050	26600	27100	27600	28100	28550
MEAN	26150	27250	28300	29400	30400	31400	32400	33300	34150
TOTAL NUMBER	33	30	30	19	26	23	17	22	19
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42500	45350	47300	48450	49000	49100	48950	48700	48300
UPPER QUARTILE	39050	41300	42800	43650	44050	44150	44100	43950	43750
MEDIAN	35550	37200	38250	38850	39050	39050	38900	38700	38450
LOWER QUARTILE	32500	33650	34300	34550	34550	34400	34150	33850	33500
LOWER DECILE	29400	30450	31250	31700	31850	31700	31350	30600	28950
MEAN	35650	37450	38650	39350	39650	39650	39500	39200	38850
TOTAL NUMBER	61	47	51	49	64	39	43	65	45
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- ▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━ **Median**
- — — — — **Lower Quartile**
- ▮▮▮▮▮▮▮▮ **Lower Decile**

CONSTRUCTION
ALL ENGINEERS



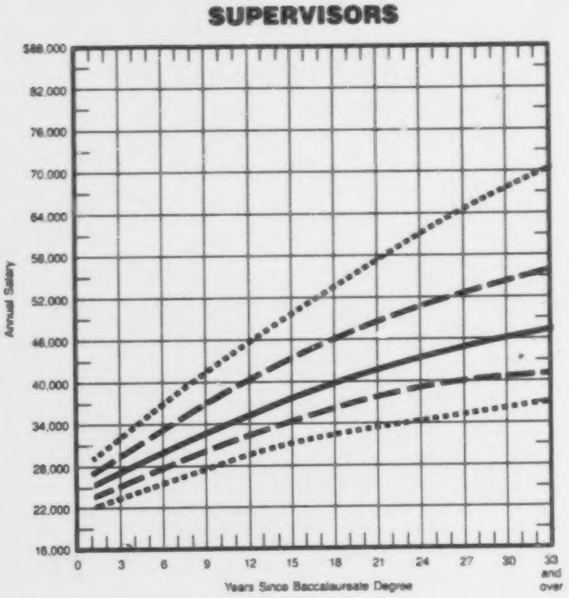
LEGEND

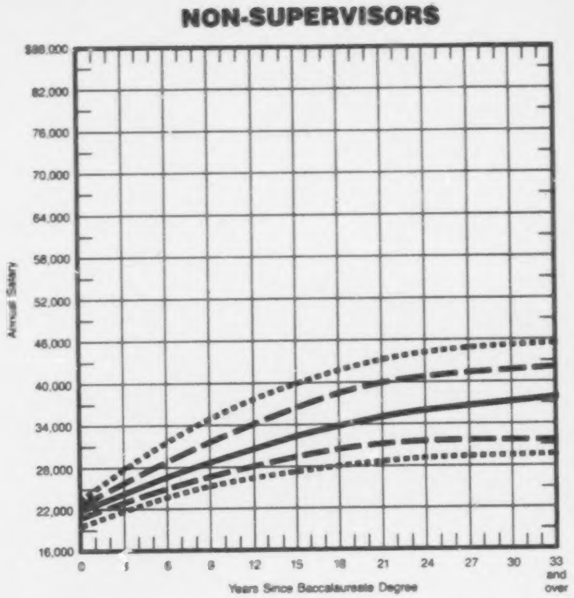
- ▪▪▪▪▪▪▪▪ Upper Decile
- — — — — Upper Quartile
- ━━━━━ Median
- — — — — Lower Quartile
- ▪▪▪▪▪▪▪▪ Lower Decile

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24050	25800	27650	29500	31350	33250	35100	36950	38800
UPPER QUARTILE	22900	24300	25650	27050	28450	29850	31200	32550	33850
MEDIAN	22100	23150	24150	25200	26200	27250	28250	29250	30200
LOWER QUARTILE	21550	22300	23050	23800	24550	25350	26100	26850	27600
LOWER DECILE	20450	21600	22200	22850	23450	24050	24650	25250	25850
MEAN	22400	23500	24650	25800	26950	28050	29200	30300	31350
TOTAL NUMBER	195	154	130	124	84	62	75	108	93
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42250	46850	50700	53650	55850	57350	58350	59050	59400
UPPER QUARTILE	36300	39600	42350	44500	46150	47300	48050	48650	48900
MEDIAN	32050	34600	36800	38600	40000	41100	41850	42500	42850
LOWER QUARTILE	29050	31150	32950	34450	35600	36400	36850	36950	36500
LOWER DECILE	26450	28500	29800	30800	31500	31950	32150	32100	31600
MEAN	33400	36200	38600	40550	42100	43250	44050	44700	45050
TOTAL NUMBER	177	156	156	98	108	100	93	116	94
OVER $83000	0	0	0	1	1	1	3	7	2
UNDER $16000	0	0	0	0	0	0	0	0	0

CONSTRUCTION


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	29800	31300	32850	34450	36100	37700	39350	41050
UPPER QUARTILE	0	27850	29050	30250	31500	32750	34000	35200	36450
MEDIAN	0	25800	26750	27650	28600	29500	30450	31350	32300
LOWER QUARTILE	0	24150	24900	25650	26450	27200	28000	28750	29500
LOWER DECILE	0	22250	23050	23800	24550	25300	26050	26750	27450
MEAN	0	26000	27050	28100	29200	30250	31350	32400	33500
TOTAL NUMBER	0	5	19	21	22	23	21	41	32
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44350	49200	53750	57900	61450	64350	66650	68750	70350
UPPER QUARTILE	38900	42350	45550	48350	50700	52600	54100	55500	56700
MEDIAN	34100	36700	39050	41100	42850	44250	45300	46250	47050
LOWER QUARTILE	31000	33100	35050	36700	38150	39300	40200	41050	41850
LOWER DECILE	28600	30650	32250	33600	34650	35450	36050	36600	37000
MEAN	35550	38550	41300	43650	45700	47350	48650	49850	50900
TOTAL NUMBER	72	85	89	62	62	67	52	78	41
OVER $83000	0	0	0	1	1	1	3	7	2
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

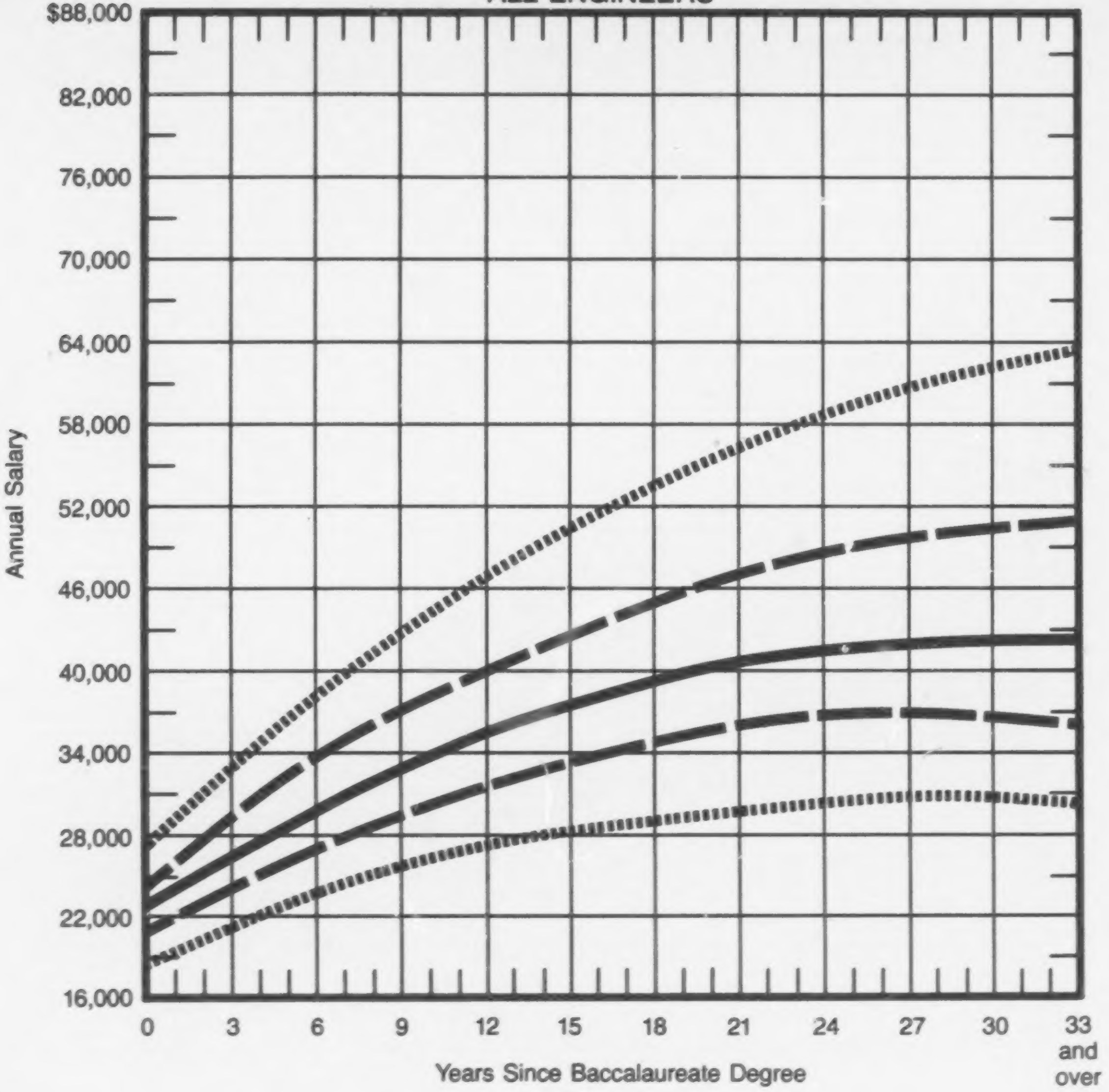
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23700	25400	27050	28650	30250	31750	33150	34500	35800
UPPER QUARTILE	22900	24050	25300	26500	27700	28950	29950	31050	32050
MEDIAN	22100	23050	23950	24850	25750	26600	27450	28250	29000
LOWER QUARTILE	21450	22250	23000	23700	24400	25100	25750	26400	26950
LOWER DECILE	21000	21550	22100	22600	23100	23600	24100	24550	24950
MEAN	22300	23350	24400	25400	26400	27300	28200	29100	29900
TOTAL NUMBER	195	149	111	103	62	39	54	67	61
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38050	40700	42600	43950	44800	45300	45600	45800	45850
UPPER QUARTILE	33950	36350	38200	39600	40600	41300	41750	42050	42250
MEDIAN	30500	32400	34000	35250	36250	36950	37450	37850	38050
LOWER QUARTILE	28050	29450	30550	31450	32100	32550	32850	33100	33200
LOWER DECILE	25750	26800	27650	28300	28800	29200	29450	29700	29850
MEAN	31400	33300	34750	35900	36700	37250	37650	37900	38050
TOTAL NUMBER	105	71	67	36	46	33	41	38	53
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

········	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
········	Lower Decile

DESIGN, CONSULTING & ENGINEERING SERVICES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27050	28700	30400	32100	33850	35600	37300	39050	40750
UPPER QUARTILE	24700	26250	27750	29300	30800	32300	33750	35150	36500
MEDIAN	23550	24700	25850	27000	28150	29250	30300	31350	32350
LOWER QUARTILE	21600	22550	23500	24400	25300	26200	27000	27800	28550
LOWER DECILE	19700	20450	21150	21850	22550	23200	23800	24350	24900
MEAN	23600	24800	26000	27150	28350	29500	30650	31750	32800
TOTAL NUMBER	372	395	404	426	403	353	370	399	435
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	4	5	1	4	2	1	2	1

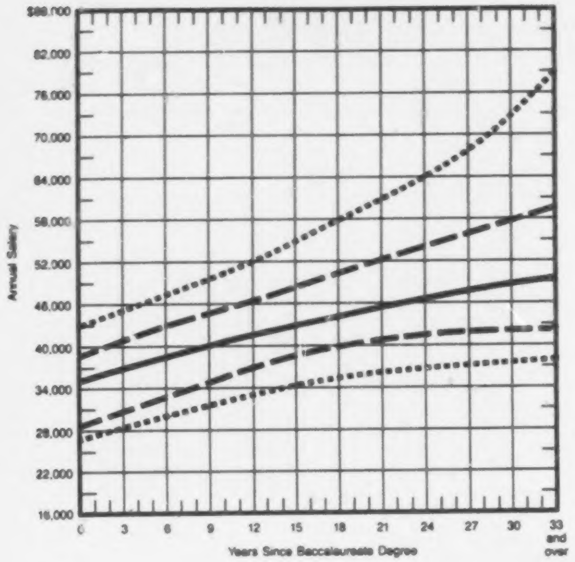
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44050	48600	52500	55700	58200	60050	61400	62450	63100
UPPER QUARTILE	39100	42400	45050	47100	48600	49650	50300	50850	51100
MEDIAN	34250	36650	38550	40050	41100	41850	42300	42700	42950
LOWER QUARTILE	29950	31750	33150	34200	35000	35550	35950	36250	36400
LOWER DECILE	25900	27150	28100	28800	29350	29700	29950	30150	30250
MEAN	34800	37500	39700	41400	42750	43700	44400	44950	45250
TOTAL NUMBER	1070	921	714	512	443	352	346	510	575
OVER $63000	0	0	0	3	5	9	6	8	28
UNDER $16000	0	2	2	1	0	0	1	0	3

LEGEND

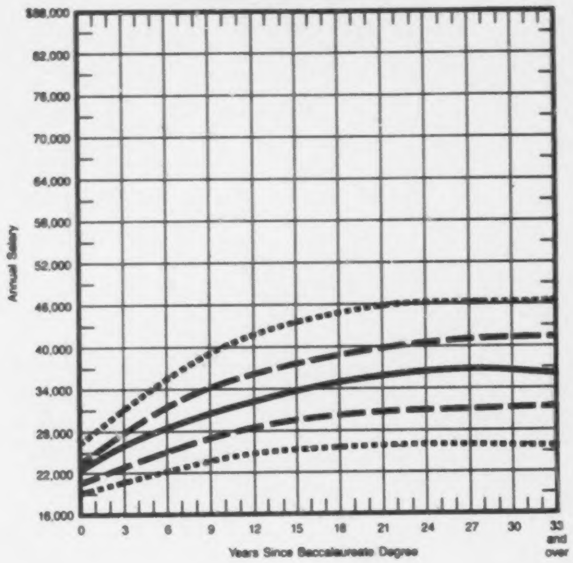
- ▪▪▪▪▪▪▪▪▪▪▪▪ Upper Decile
- — — — — Upper Quartile
- ━━━━━ Median
- — — — — Lower Quartile
- ▪▪▪▪▪▪▪▪▪▪▪▪ Lower Decile

DESIGN, CONSULTING & ENGINEERING SERVICES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	43100	43850	44700	45500	46350	47150	48050	48900	49800
UPPER QUARTILE	39400	39800	40300	41000	41700	42350	43050	43800	44500
MEDIAN	35750	36300	36850	37400	37950	38500	39050	39600	40150
LOWER QUARTILE	29750	30600	31300	31950	32600	33250	33850	34500	35100
LOWER DECILE	27700	28250	28750	29250	29750	30250	30750	31250	31700
MEAN	35350	36000	36600	37250	37900	38500	39150	39800	40450
TOTAL NUMBER	7	6	6	8	12	12	30	33	61
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51600	54350	57250	60200	63150	66150	69150	73050	79250
UPPER QUARTILE	45900	47550	49950	51900	53700	55350	56800	58350	60050
MEDIAN	41150	42650	44050	45350	46500	47450	48250	49100	49800
LOWER QUARTILE	36250	37850	39250	40400	41300	42000	42450	42750	42850
LOWER DECILE	32600	33900	35050	36050	36900	37600	38100	38600	38950
MEAN	41700	43550	45300	47000	48550	49900	51050	52200	53250
TOTAL NUMBER	265	308	272	225	205	205	170	295	313
OVER $83000	0	0	0	3	3	9	6	8	28
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

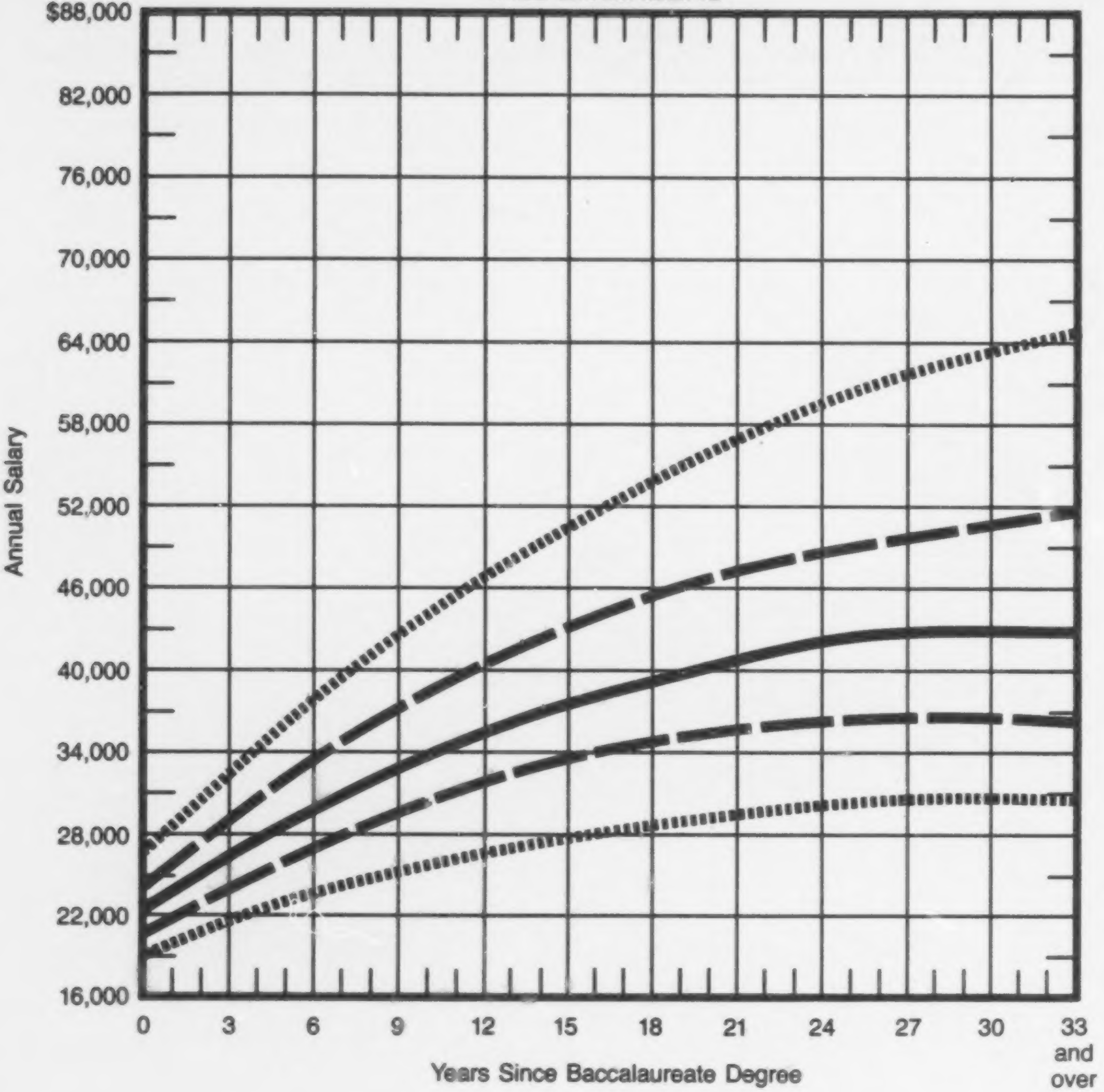
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26250	28150	30050	31800	33500	35100	36550	37900	39050
UPPER QUARTILE	24550	26150	27700	29200	30600	31950	33150	34250	35200
MEDIAN	23500	24700	25850	26950	28000	29000	29900	30750	31500
LOWER QUARTILE	21450	22500	23500	24400	25250	26050	26750	27400	27950
LOWER DECILE	19400	20350	21200	21950	22600	23200	23700	24100	24450
MEAN	23250	24550	25800	27000	28100	29150	30100	30950	31700
TOTAL NUMBER	365	385	398	418	391	341	340	366	374
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	4	5	1	4	2	1	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41050	43250	44650	45500	46000	46300	46450	46550	46550
UPPER QUARTILE	36900	38650	39800	40450	40900	41100	41250	41300	41350
MEDIAN	32800	34250	35200	35850	36200	36400	36550	36600	36650
LOWER QUARTILE	28900	29900	30550	30950	31200	31350	31400	31450	31500
LOWER DECILE	25000	25500	25800	25950	26000	26050	26050	26050	26100
MEAN	33050	34450	35350	35950	36300	36500	36600	36700	36700
TOTAL NUMBER	805	613	442	287	238	147	176	215	262
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	2	2	1	0	0	1	0	3

LEGEND

- ▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ━━━━ Median
- – – – Lower Quartile
- ▪▪▪▪▪▪ Lower Decile

CONSULTING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27250	28850	30450	32100	33800	35500	37200	38900	40600
UPPER QUARTILE	24750	26250	27750	29300	30800	32300	33750	35200	36600
MEDIAN	23400	24600	25600	26950	28150	29250	30350	31450	32450
LOWER QUARTILE	21150	22200	23250	24250	25200	26150	27050	27900	28700
LOWER DECILE	19450	20200	20950	21700	22400	23050	23700	24300	24850
MEAN	23450	24650	25850	27050	28250	29400	30550	31700	32800
TOTAL NUMBER	292	344	372	398	360	323	333	367	358
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	4	5	1	4	2	1	2	1

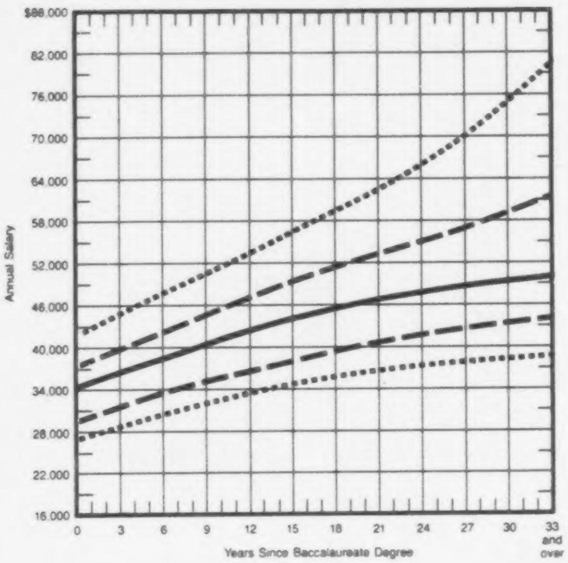
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43850	48450	52500	55900	58600	60650	62150	63400	64250
UPPER QUARTILE	39200	42600	45350	47450	49050	50150	50900	51450	51750
MEDIAN	34400	36900	38850	40400	41550	42350	42900	43350	43600
LOWER QUARTILE	30200	32000	33400	34450	35200	35700	36050	36300	36450.
LOWER DECILE	25650	27100	28050	28800	29300	29600	29650	30050	30100
MEAN	34650	37600	39850	41650	43050	44050	44750	45350	45700
TOTAL NUMBER	950	821	648	463	391	316	298	416	494
OVER $83000	0	0	0	1	3	8	6	7	26
UNDER $16000	0	2	2	1	0	0	1	0	3

LEGEND

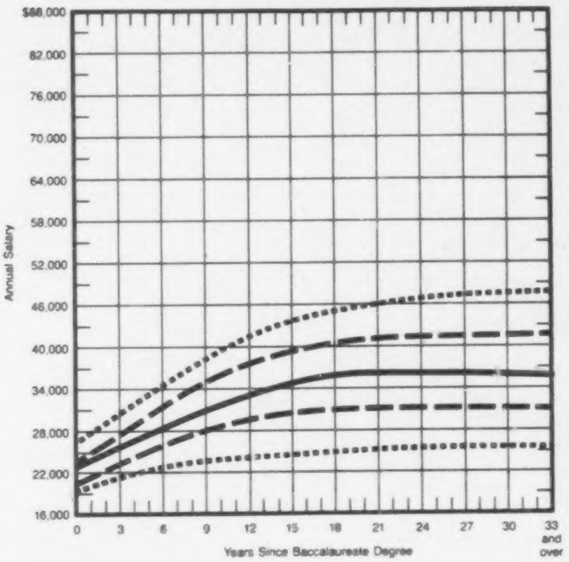
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
━━━━━━━━	**Median**
‒ — ‒ — ‒ —	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

CONSULTING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	42750	43550	44350	45150	46000	46850	47700	48550	49450
UPPER QUARTILE	38900	39550	40250	40950	41650	42350	43050	43750	44450
MEDIAN	35550	36100	36700	37250	37800	38350	38950	39500	40050
LOWER QUARTILE	30800	31400	32000	32600	33200	33800	34400	35000	35550
LOWER DECILE	27650	28150	28650	29150	29700	30200	30700	31200	31700
MEAN	35300	35900	36550	37150	37800	38450	39100	39750	40400
TOTAL NUMBER	7	6	6	8	12	11	28	26	53
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51300	54150	57150	60250	63450	66700	70050	74450	81850
UPPER QUARTILE	45900	48050	50150	52200	54150	56000	57600	59400	61250
MEDIAN	41200	42800	44350	45850	47150	48300	49300	50250	50800
LOWER QUARTILE	36700	38300	39800	41100	42150	43000	43650	44100	44050
LOWER DECILE	32700	34100	35450	36650	37650	38500	39150	39700	39650
MEAN	41700	43650	45550	47400	49100	50600	51950	53350	54500
TOTAL NUMBER	230	267	240	197	179	180	143	235	274
OVER $83000	0	0	0	1	3	8	6	7	26
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

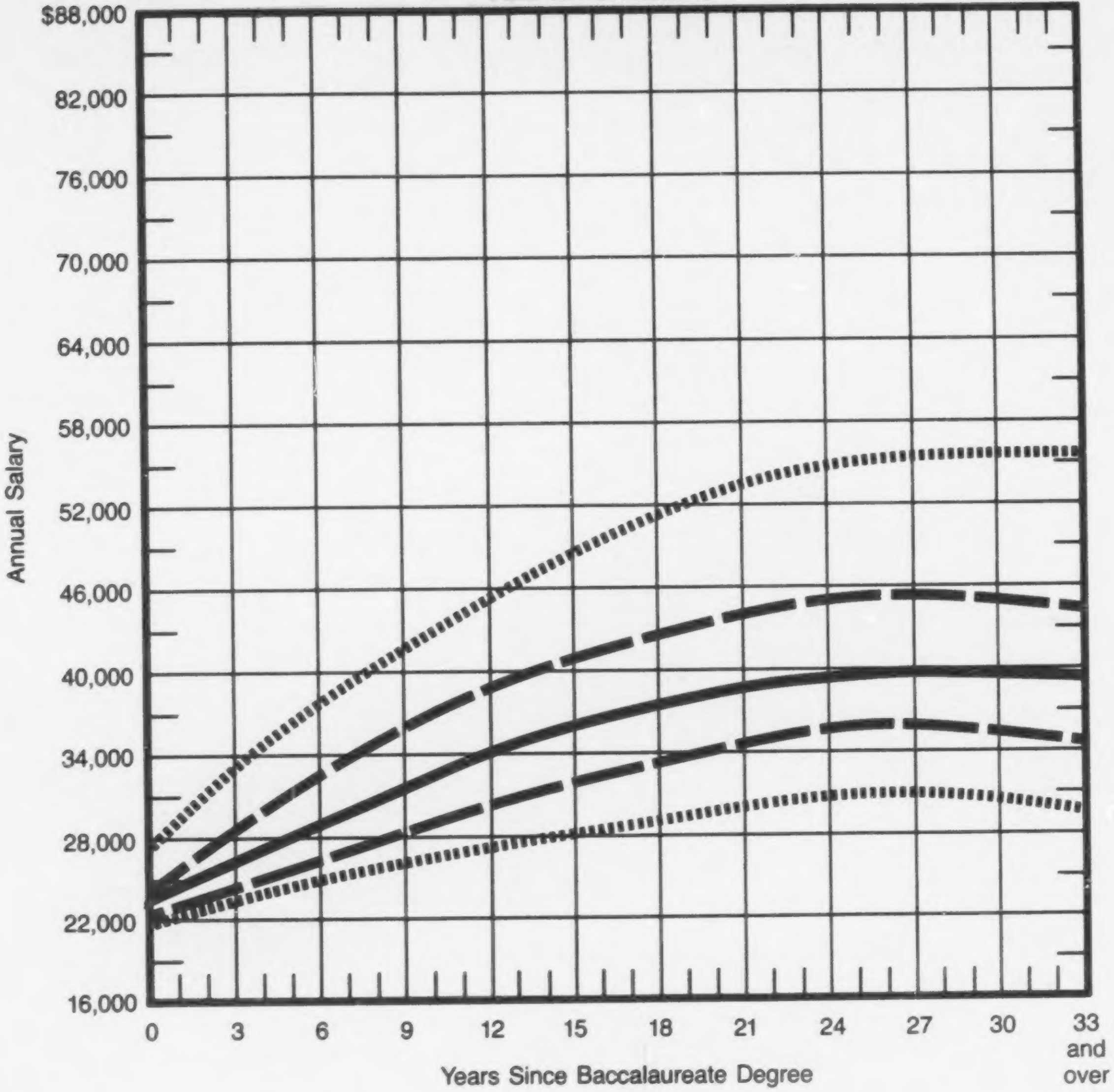
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26300	28150	30000	31750	33450	35050	36500	37850	39100
UPPER QUARTILE	24450	26100	27700	29250	30700	32000	33250	34350	35350
MEDIAN	23250	24550	25750	26950	28050	29100	30050	30900	31700
LOWER QUARTILE	20650	22050	23250	24300	25250	26150	26950	27600	28200
LOWER DECILE	19050	20050	20950	21750	22450	23050	23600	24000	24350
MEAN	22950	24350	25650	26900	28050	29100	30100	31000	31800
TOTAL NUMBER	285	338	366	390	348	312	305	341	345
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	4	5	1	4	2	1	2	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41200	43500	44950	45900	46450	46750	46950	47050	47100
UPPER QUARTILE	37000	38800	39900	40600	41000	41250	41350	41450	41450
MEDIAN	33050	34450	35400	35950	36300	36450	36550	36650	36650
LOWER QUARTILE	29150	30100	30650	30950	31150	31250	31300	31300	31300
LOWER DECILE	24900	25350	25600	25700	25750	25800	25800	25800	25800
MEAN	33150	34550	35500	36050	36350	36550	36650	36750	36750
TOTAL NUMBER	720	554	408	266	212	136	155	181	220
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	2	2	1	0	0	1	0	3

LEGEND

- ▪▪▪▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ━━━ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪▪▪▪ Lower Decile

ENGINEERING SERVICES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26400	28500	30650	32750	34800	36800	38700	40500	42200
UPPER QUARTILE	24750	26150	27600	29050	30450	31900	33300	34650	35900
MEDIAN	24150	25000	25850	26750	27600	28450	29350	30200	31000
LOWER QUARTILE	23350	23900	24500	25050	25650	26250	26800	27400	27950
LOWER DECILE	22200	22650	23100	23500	23950	24350	24800	25200	25650
MEAN	24550	25650	26700	27750	28800	29850	30900	31900	32850
TOTAL NUMBER	80	51	32	28	43	30	37	32	37
OVER 163000	0	0	0	0	0	0	0	0	0
UNDER 116000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45250	48500	51550	53350	54450	55150	55500	55700	55750
UPPER QUARTILE	38300	41250	43300	44550	45150	45250	45150	44800	44350
MEDIAN	32650	34900	36800	38350	39450	40150	40500	40500	40000
LOWER QUARTILE	29100	30650	32100	33350	34300	35000	35400	35500	34750
LOWER DECILE	26450	27600	28600	29450	30150	30550	30750	30600	29350
MEAN	34700	37100	39000	40350	41250	41750	41900	41900	41600
TOTAL NUMBER	120	100	66	49	52	36	48	94	81
OVER 143000	0	0	0	2	0	1	0	1	2
UNDER 116000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮▮▮	Upper Decile
— — — — —	Upper Quartile
▬▬▬▬▬	Median
– — — — —	Lower Quartile
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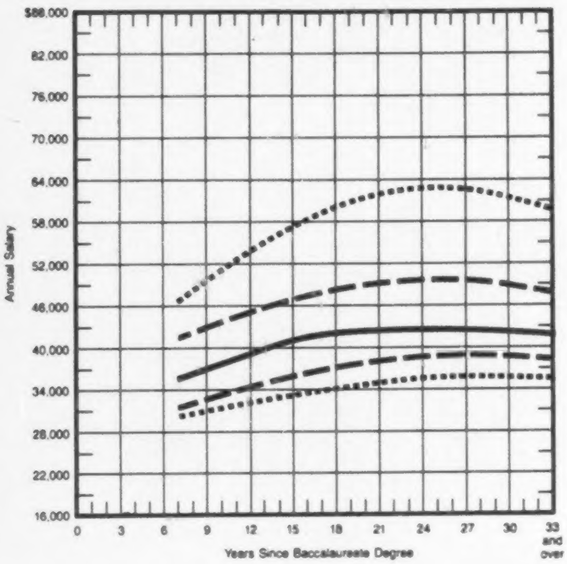
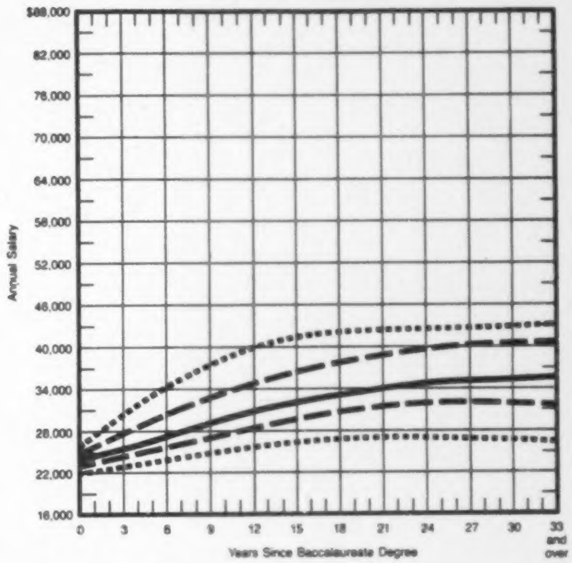
ENGINEERING SERVICES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	46350	48350
UPPER QUARTILE	0	0	0	0	0	0	0	41350	42650
MEDIAN	0	0	0	0	0	0	0	35450	36600
LOWER QUARTILE	0	0	0	0	0	0	0	31800	32600
LOWER DECILE	0	0	0	0	0	0	0	30650	31150
MEAN	0	0	0	0	0	0	0	37050	39250
TOTAL NUMBER	0	0	0	0	0	1	2	7	8
OVER 183000	0	0	0	0	0	0	0	0	0
UNDER 116000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52150	57000	60550	62650	63500	63450	62850	61700	60250
UPPER QUARTILE	44450	47450	48950	49600	49750	49650	49400	49050	48750
MEDIAN	38650	40850	42100	42650	42850	42750	42600	42450	42300
LOWER QUARTILE	34050	35700	36850	37600	38100	38400	38600	38700	38750
LOWER DECILE	31950	32500	33650	34150	34500	34750	34900	35000	35100
MEAN	40350	42850	44550	45500	45950	46050	45950	45750	45500
TOTAL NUMBER	35	41	32	28	26	25	27	60	39
OVER 183000	0	0	0	2	0	1	0	1	2
UNDER 116000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

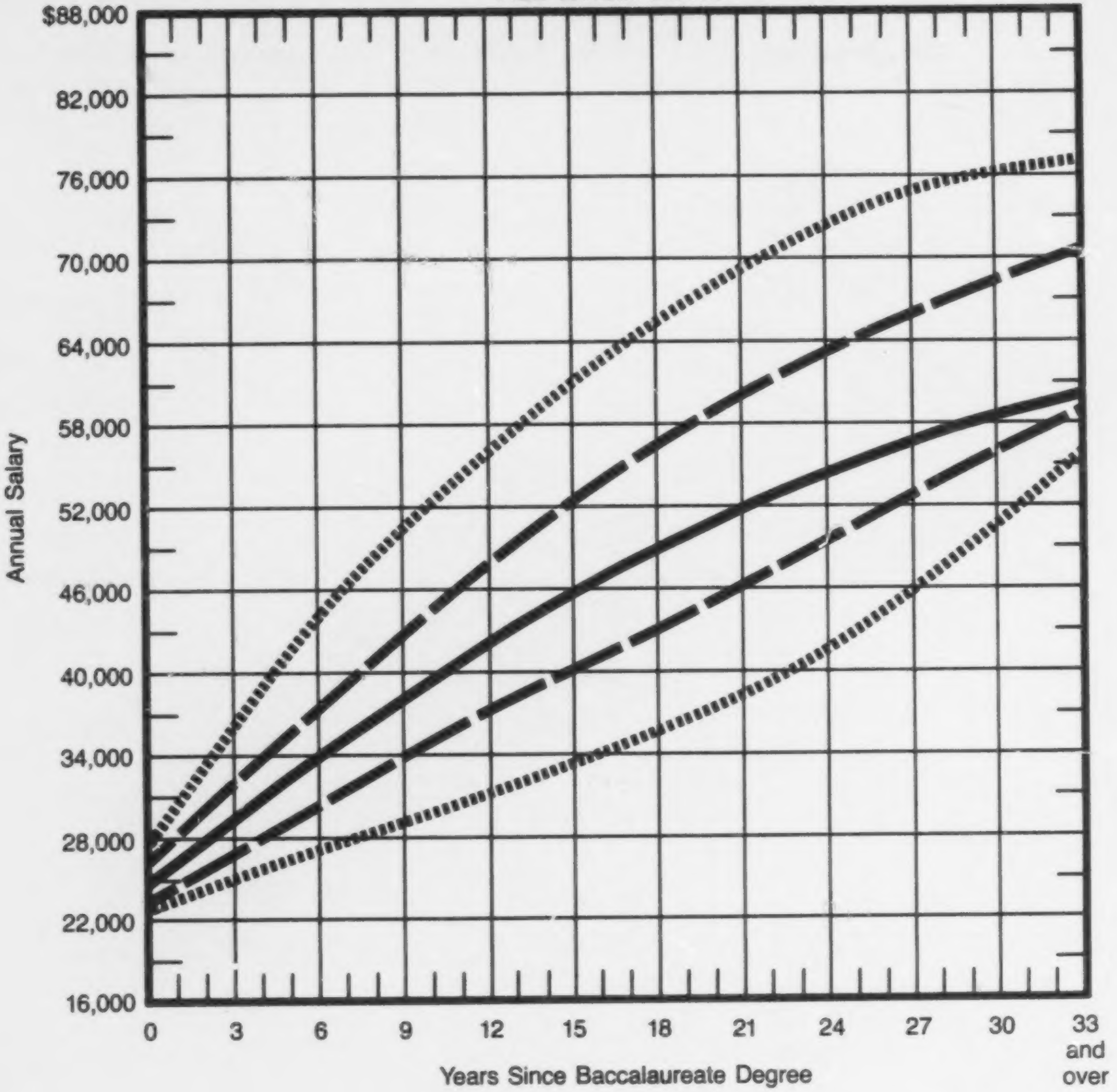
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26300	28450	30500	32300	33950	35400	36700	37800	38700
UPPER QUARTILE	25600	26250	27400	28550	29650	30700	31650	32600	33450
MEDIAN	24300	25050	25850	26550	27250	27950	28600	29250	29600
LOWER QUARTILE	23500	23950	24450	24900	25350	25800	26250	26700	27100
LOWER DECILE	22500	22850	23150	23500	23800	24100	24400	24700	24950
MEAN	24650	25650	26600	27500	28350	29150	29900	30550	31200
TOTAL NUMBER	80	51	32	28	43	29	35	25	29
OVER 183000	0	0	0	0	0	0	0	0	0
UNDER 116000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40150	41500	42300	42700	42900	43000	43050	43050	43050
UPPER QUARTILE	34950	36700	38050	38950	39600	40000	40250	40400	40450
MEDIAN	30900	32300	33400	34300	34950	35450	35800	36050	36250
LOWER QUARTILE	27900	28900	29800	30500	31050	31400	31650	31750	31650
LOWER DECILE	25500	26250	26850	27350	27700	27850	27900	27650	26550
MEAN	32250	33500	34400	35000	35400	35650	35800	35950	35950
TOTAL NUMBER	85	59	34	21	26	11	21	34	42
OVER 183000	0	0	0	0	0	0	0	0	0
UNDER 116000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪ Upper Decile
- — — — Upper Quartile
- ━━━━ Median
- — — — Lower Quartile
- ▪▪▪▪▪▪▪▪ Lower Decile

MINING
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	28300	30750	33250	35800	38450	0	43750	46350	48900
UPPER QUARTILE	27500	29100	30700	32400	34100	0	37600	39400	41150
MEDIAN	25700	26900	28150	29450	30750	0	33400	34750	36150
LOWER QUARTILE	24300	25100	25950	26850	27750	0	29600	30550	31500
LOWER DECILE	23050	23550	24050	24600	25100	0	26250	26800	27400
MEAN	25800	27050	28400	29750	31150	0	33950	35400	36850
TOTAL NUMBER	8	10	17	19	12	3	8	8	5
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

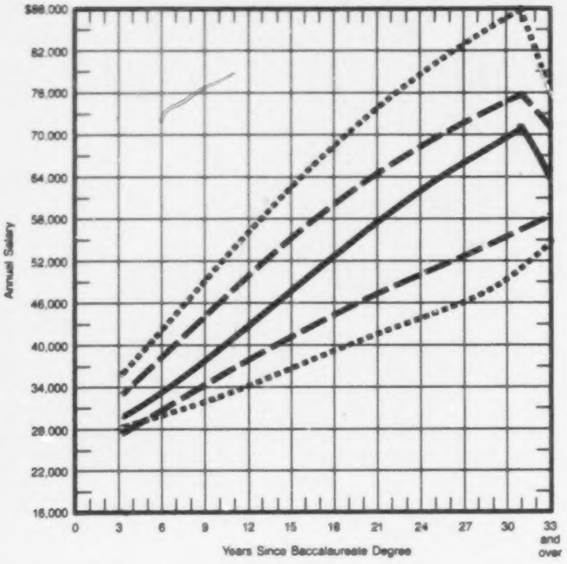
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	53800	60300	65550	69550	72350	74250	0	76300	76650
UPPER QUARTILE	44700	49850	54650	58850	62350	65200	0	69300	70650
MEDIAN	38850	42900	46700	50200	53300	55900	0	60050	61750
LOWER QUARTILE	33500	36600	39750	42950	46050	49050	0	55150	59150
LOWER DECILE	28700	30700	32900	35350	38000	40850	0	48550	57700
MEAN	39800	44100	48250	52000	55350	58150	0	62550	64350
TOTAL NUMBER	24	16	12	5	7	5	4	15	12
OVER $93000	0	0	1	0	0	1	1	2	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

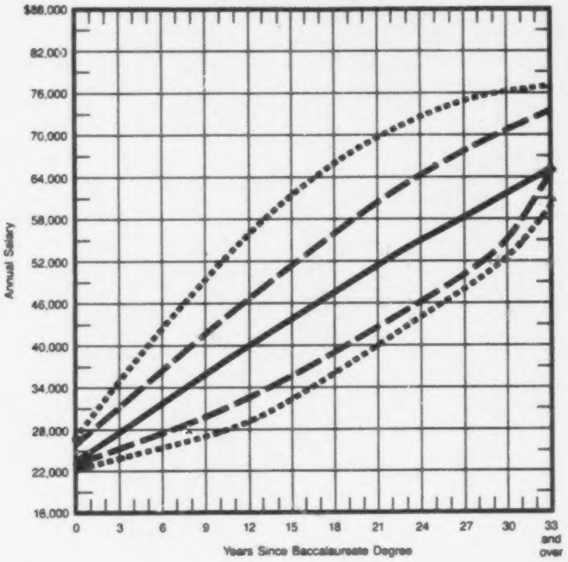
▮▮▮▮▮▮▮▮	Upper Decile
— — — —	Upper Quartile
━━━━	Median
— — — —	Lower Quartile
▮▮▮▮▮▮▮▮	Lower Decile

MINING

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	36000	0	0	0	0	0
UPPER QUARTILE	0	0	0	33700	0	0	0	0	0
MEDIAN	0	0	0	29150	0	0	0	0	0
LOWER QUARTILE	0	0	0	28950	0	0	0	0	0
LOWER DECILE	0	0	0	29050	0	0	0	0	0
MEAN	0	0	0	31150	0	0	0	0	0
TOTAL NUMBER	0	1	4	5	2	1	3	4	3
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50600	58350	66600	0	0	0	0	88850	76550
UPPER QUARTILE	45700	51650	57800	0	0	0	0	76850	72150
MEDIAN	39050	44250	49850	0	0	0	0	71000	64600
LOWER QUARTILE	35250	38150	41050	0	0	0	0	54950	58650
LOWER DECILE	32400	34750	36750	0	0	0	0	50150	57700
MEAN	41400	46150	50800	0	0	0	0	65950	66300
TOTAL NUMBER	12	10	8	2	4	4	2	10	6
OVER $83000	0	0	1	0	0	1	1	1	0
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

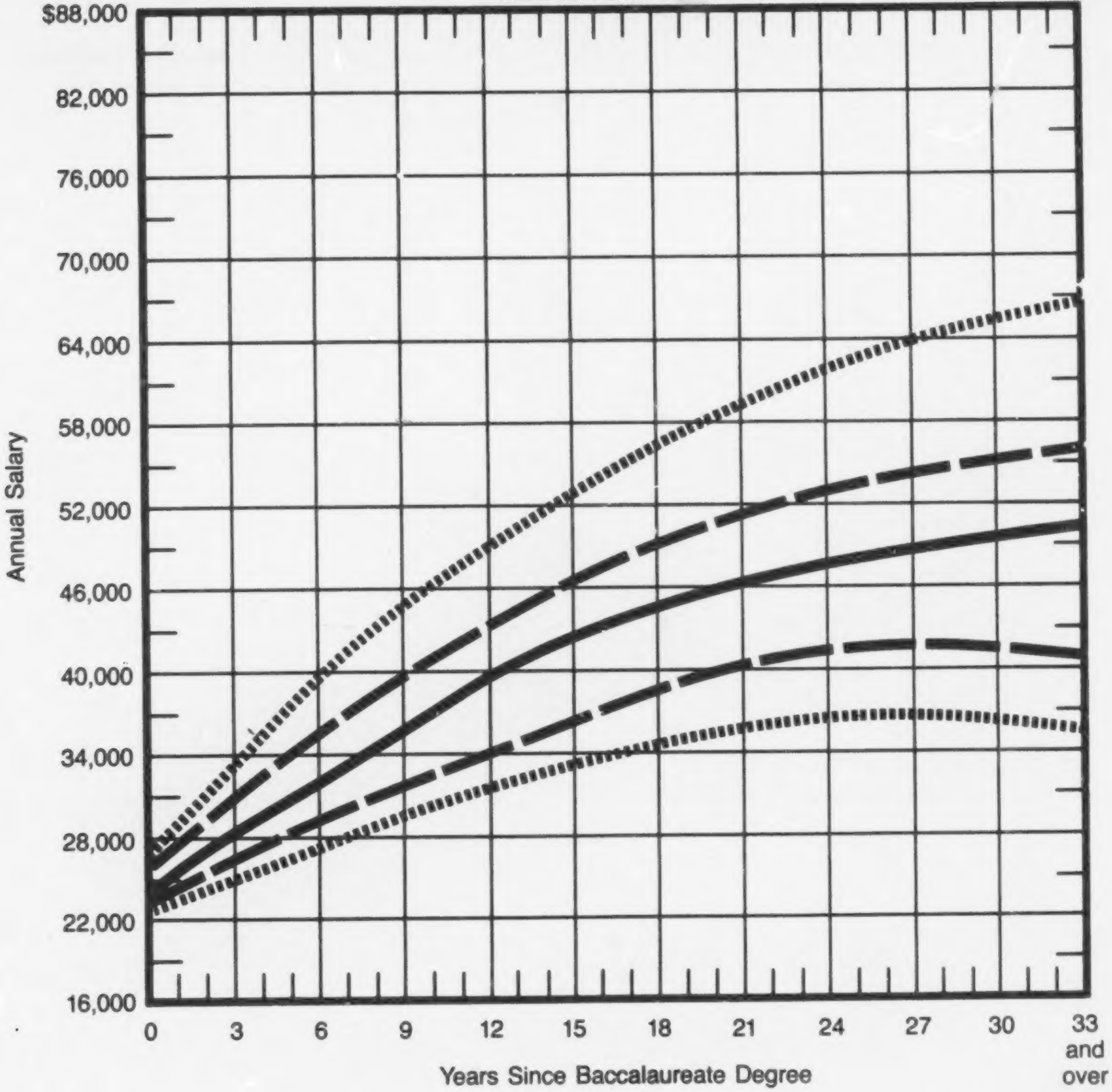
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27450	29850	32350	34900	37500	0	42750	0	0
UPPER QUARTILE	26550	27900	29300	30750	32250	0	35350	0	0
MEDIAN	24900	25950	27050	28150	29250	0	31600	0	0
LOWER QUARTILE	24400	24900	25400	25900	26500	0	27650	0	0
LOWER DECILE	23400	23450	23600	23850	24100	0	24850	0	0
MEAN	25450	26500	27600	28750	29950	0	32350	0	0
TOTAL NUMBER	8	9	13	14	10	2	5	4	2
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52900	59500	0	0	0	0	0	76050	76450
UPPER QUARTILE	41850	46500	0	0	0	0	0	71200	73950
MEDIAN	36600	40500	0	0	0	0	0	62000	65500
LOWER QUARTILE	30350	32650	0	0	0	0	0	55500	65650
LOWER DECILE	27100	29450	0	0	0	0	0	54950	61750
MEAN	37550	41650	0	0	0	0	0	64750	68450
TOTAL NUMBER	12	6	4	3	3	1	2	5	6
OVER $83000	0	0	0	0	0	0	0	1	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

•••••••••	Upper Decile
— — —	Upper Quartile
━━━━━	Median
— — —	Lower Quartile
•••••••••	Lower Decile

ALL RESEARCH & DEVELOPMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27250	28900	30650	32400	34250	36150	38050	39950	41900
UPPER QUARTILE	25050	26800	28550	30300	32100	33850	35600	37250	38900
MEDIAN	24600	25950	27300	28650	30050	31400	32750	34050	35350
LOWER QUARTILE	23900	24900	25950	27000	28000	29050	30100	31100	32050
LOWER DECILE	23050	23850	24650	25450	26200	27000	27800	28550	29300
MEAN	24800	26100	27400	28750	30150	31500	32900	34250	35600
TOTAL NUMBER	610	920	707	796	710	513	527	588	532
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	0	0	0	0	0	0	0	0

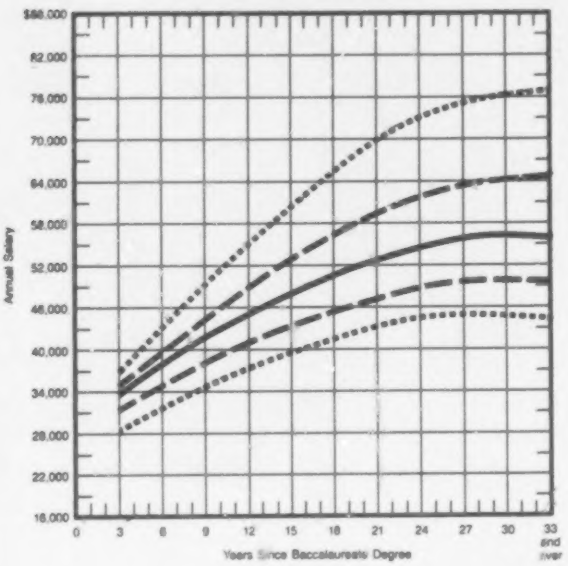
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45750	51150	55950	59750	62600	64550	65700	66500	66800
UPPER QUARTILE	42000	46100	49350	51650	53600	54750	55500	55950	56150
MEDIAN	37750	40950	43400	45200	46350	47000	47350	47450	47400
LOWER QUARTILE	33950	36450	38450	39900	40800	41200	41300	41000	40300
LOWER DECILE	30750	32700	34250	35450	36150	36450	36400	35950	34750
MEAN	38150	41650	44500	46650	48100	49000	49400	49550	49400
TOTAL NUMBER	1642	1664	1675	1612	1630	1199	951	1295	1105
OVER $83000	0	0	5	12	22	19	17	43	25
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

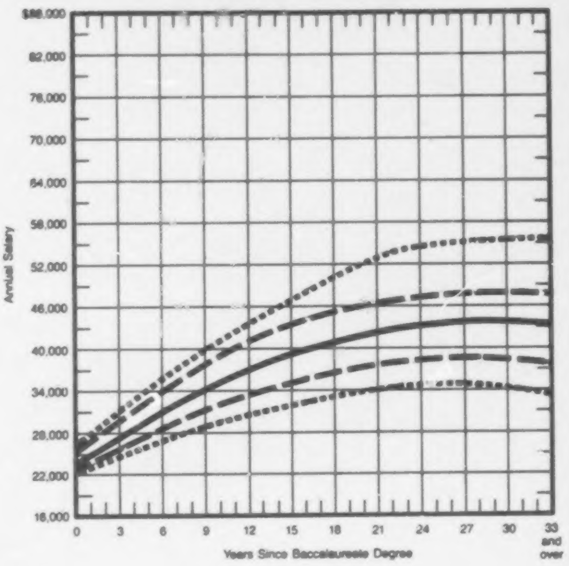
▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — — —	Upper Quartile
━━━━━	Median
– – – –	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

ALL RESEARCH & DEVELOPMENT

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	37250	39050	40900	42800	44750	46750
UPPER QUARTILE	0	0	0	35600	37150	38750	40350	42000	43600
MEDIAN	0	0	0	34000	35400	36800	38200	39600	41000
LOWER QUARTILE	0	0	0	31950	33200	34400	35650	36850	38000
LOWER DECILE	0	0	0	28300	29350	30450	31600	32700	33750
MEAN	0	0	0	33350	34800	36200	37700	39150	40600
TOTAL NUMBER	0	1	4	6	11	17	41	48	51
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50750	56700	62300	67250	71200	74050	75800	76800	76500
UPPER QUARTILE	46850	51500	55700	59200	61850	63600	64600	64950	64350
MEDIAN	43650	47300	50400	52800	54500	55550	56100	56300	56050
LOWER QUARTILE	40300	43350	45850	47700	48950	49650	49900	49750	49100
LOWER DECILE	35900	38850	41400	43350	44700	45450	45700	45400	44250
MEAN	43500	47600	51200	54150	56300	57700	58400	58500	57800
TOTAL NUMBER	288	469	564	553	595	448	367	480	374
OVER $93000	0	0	5	12	22	18	16	39	22
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

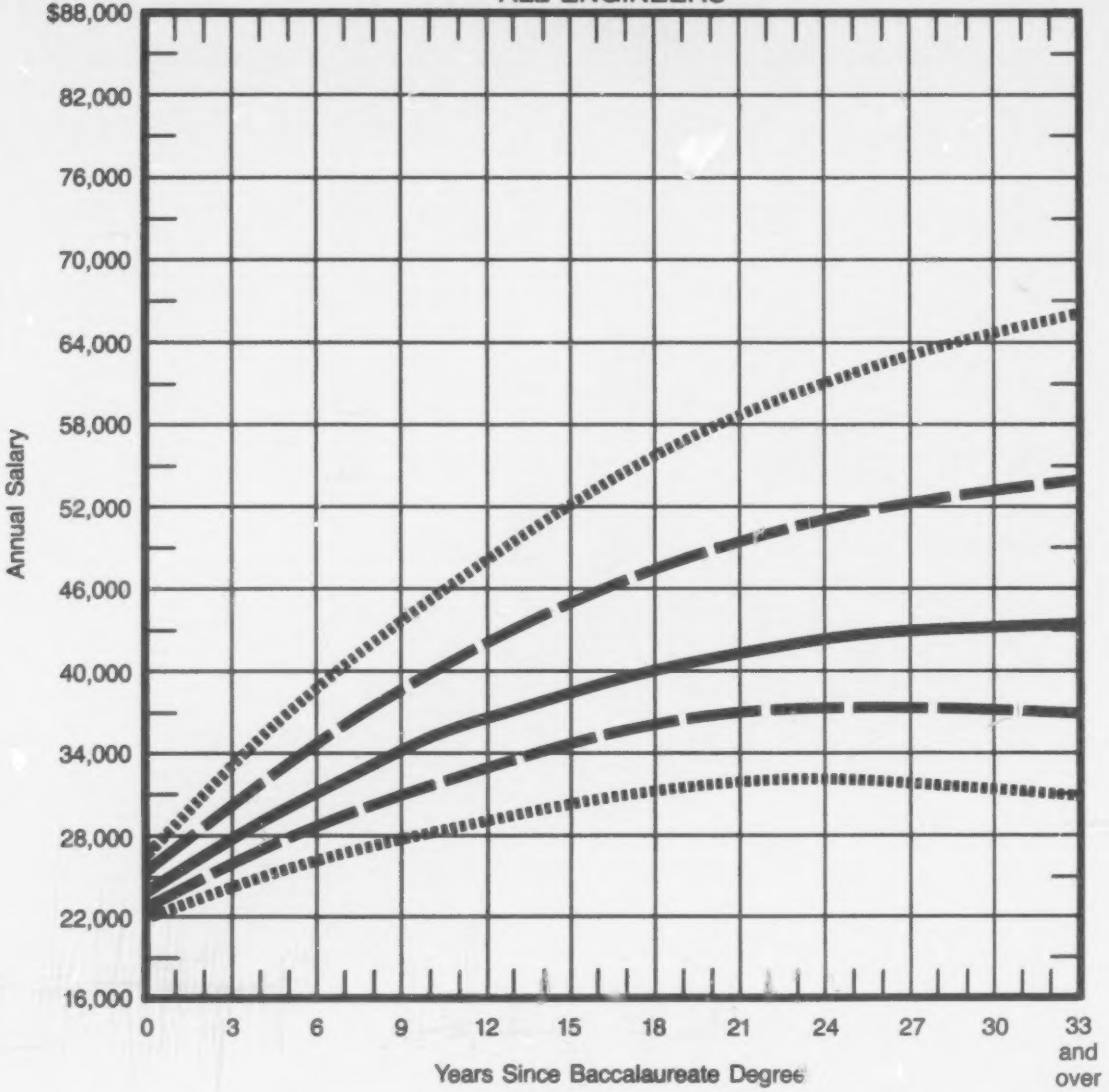
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27250	28950	30650	32350	34000	35650	37300	38850	40350
UPPER QUARTILE	25050	26800	28550	30250	31900	33500	35000	36450	37800
MEDIAN	24450	25900	27350	28750	30100	31400	32600	33750	34850
LOWER QUARTILE	23900	24900	25950	27000	28000	29000	29950	30850	31750
LOWER DECILE	23050	23850	24650	25450	26200	26950	27700	28400	29100
MEAN	24650	26050	27450	28800	30150	31400	32650	33800	34900
TOTAL NUMBER	610	519	703	790	699	496	486	540	481
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43150	46750	49600	51800	53350	54450	55150	55650	55950
UPPER QUARTILE	40150	43000	45100	46500	47400	48000	48300	48500	48550
MEDIAN	36750	39050	40750	41900	42650	43150	43400	43550	43650
LOWER QUARTILE	33350	35400	36850	37800	38300	38450	38400	38200	37800
LOWER DECILE	30350	32000	33250	34100	34550	34650	34550	34200	33400
MEAN	36400	39350	41200	42500	43400	44000	44300	44500	44600
TOTAL NUMBER	1354	1195	1111	1059	1035	751	584	815	731
OVER $83000	0	0	0	0	0	1	1	4	3
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

UTILITIES & SERVICES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27000	28650	30300	32050	33800	35550	37350	39100	40900
UPPER QUARTILE	25250	26800	28300	29800	31350	32850	34350	35850	37300
MEDIAN	24500	25650	26850	28050	29200	30400	31550	32650	33750
LOWER QUARTILE	23550	24450	25400	26300	27200	28100	28950	29750	30550
LOWER DECILE	22800	23500	24150	24800	25450	26050	26650	27200	27750
MEAN	24800	25950	27150	28300	29500	30700	31850	33000	34150
TOTAL NUMBER	1109	1446	1068	1121	1024	807	763	904	943
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	1	0	1	0

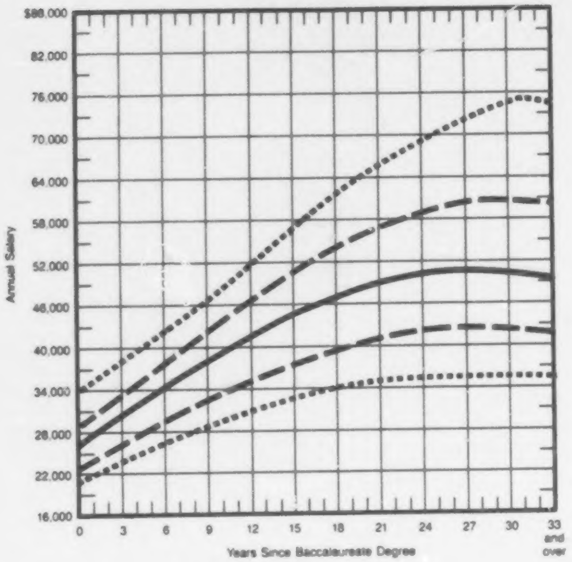
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44400	49450	53900	57700	60750	63000	64550	65750	66350
UPPER QUARTILE	40050	43750	46850	49300	51150	52400	53250	53850	54150
MEDIAN	35800	38400	40450	41950	42900	43400	43650	43700	43600
LOWER QUARTILE	32000	33800	35200	36150	36800	37100	37200	37200	37050
LOWER DECILE	28700	29950	30850	31450	31800	31950	32000	31850	31600
MEAN	36300	39250	41650	43550	44950	45850	46400	46750	46850
TOTAL NUMBER	2796	2082	1719	1396	1374	943	837	1673	1279
OVER $83000	0	1	6	15	24	17	18	47	53
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

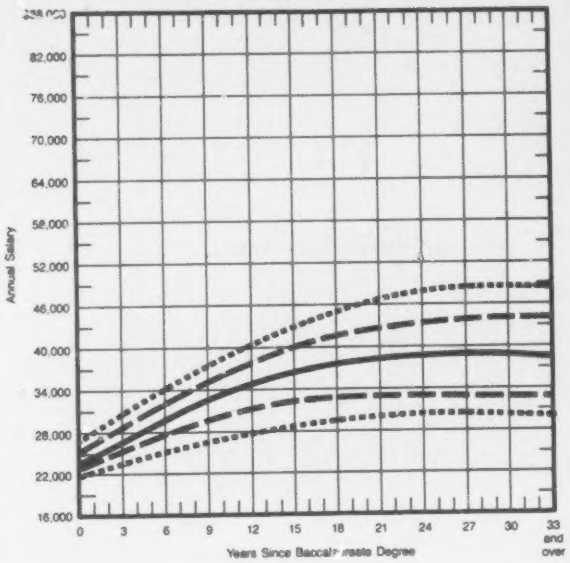
▨▨▨▨▨▨ Upper Decile
— — — — Upper Quartile
▬▬▬▬ Median
– — – — Lower Quartile
▨▨▨▨▨▨ Lower Decile

UTILITIES & SERVICES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	34900	36150	37400	38700	40000	41400	42800	44250	45750
UPPER QUARTILE	29350	30750	32200	33650	35150	36650	38200	39750	41300
MEDIAN	26450	27700	29050	30400	31750	33100	34500	35850	37200
LOWER QUARTILE	24750	25800	26850	27950	29000	30050	31050	32050	33050
LOWER DECILE	21850	23100	24350	25550	26650	27650	28650	29500	30300
MEAN	28200	29300	30500	31650	32850	34050	35300	36500	37700
TOTAL NUMBER	43	55	53	54	76	99	147	218	251
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	48800	53600	58400	63050	67350	70900	73500	75150	73150
UPPER QUARTILE	44350	48650	52500	55600	57950	59500	60400	60750	60450
MEDIAN	39750	43250	46100	48250	49650	50350	50600	50400	49750
LOWER QUARTILE	34900	37300	39200	40550	41400	41800	41900	41700	41200
LOWER DECILE	31700	33250	34300	35000	35400	35650	35800	35850	35850
MEAN	40100	43450	46450	48900	50700	51950	52550	52700	52000
TOTAL NUMBER	941	836	806	676	726	482	447	959	734
OVER $83000	0	1	6	15	24	17	18	47	53
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

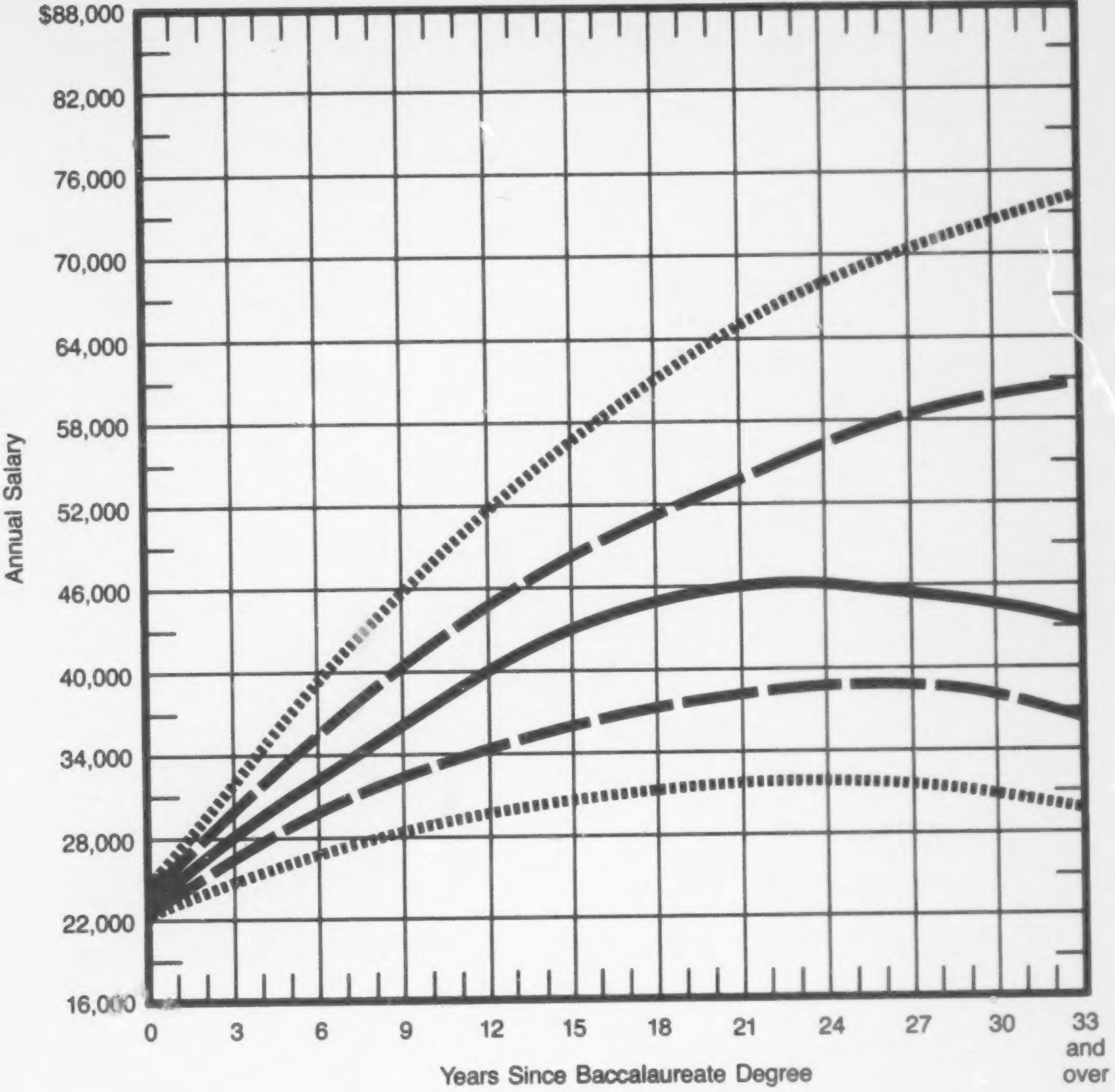
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26700	28350	29950	31550	33100	34550	35950	37300	38550
UPPER QUARTILE	25150	26700	28250	29700	31150	32500	33750	34900	36000
MEDIAN	24300	25600	26850	28050	29150	30250	31200	32150	33000
LOWER QUARTILE	23550	24450	25350	26250	27050	27850	28600	29300	29900
LOWER DECILE	22900	23500	24100	24700	25250	25800	26300	26750	27200
MEAN	24600	25800	27000	28150	29250	30250	31200	32100	32950
TOTAL NUMBER	1066	1391	1015	1067	948	708	616	686	692
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	1	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40800	43600	45650	47100	48100	48700	49100	49350	49450
UPPER QUARTILE	37900	40100	41650	42700	43350	43700	43950	44050	44100
MEDIAN	34500	36200	37450	38250	38750	39050	39200	39300	39300
LOWER QUARTILE	31050	32300	33100	33600	33800	33900	33850	33800	33650
LOWER DECILE	27950	28600	29350	29650	29750	29750	29600	29400	29100
MEAN	34400	36100	37350	38200	38900	39100	39300	39450	39450
TOTAL NUMBER	1855	1246	913	720	648	461	390	714	545
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

COMMUNICATION SERVICES
ALL ENGINEERS



```
     YEARS SINCE B.S.        0       1       2       3       4       5       6       7       8
         UPPER DECILE    25300   27200   29200   31200   33300   35450   37650   39900   42100
       UPPER QUARTILE    24750   26450   28150   29950   31700   33500   35300   37100   38850
               MEDIAN    24650   25950   27250   28600   29950   31300   32650   34000   35300
       LOWER QUARTILE    24100   25150   26200   27250   28300   29350   30300   31300   32200
         LOWER DECILE    23950   24550   25100   25700   26250   26750   27300   27750   28250

                 MEAN    24650   25950   27200   28550   29900   31250   32600   33950   35300

         TOTAL NUMBER      387     646     391     457     387     246     240     251     246
         OVER $93000         0       0       0       0       0       0       0       0       0
         UNDER $16000        0       0       0       0       0       0       0       1       0

     YEARS SINCE B.S.     9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+
         UPPER DECILE    46500   52900   58600   63450   67250   70100   72000   73400   74100
       UPPER QUARTILE    42250   46900   50850   54000   56350   58000   59050   59750   60050
               MEDIAN    37650   41200   43750   45450   46250   46350   45900   44900   43250
       LOWER QUARTILE    33850   35950   37350   38200   38500   38450   38100   37450   36550
         LOWER DECILE    29050   30100   30850   31300   31500   31450   31300   30900   30150

                 MEAN    37900   41450   44450   46700   48200   49050   49300   49200   48550

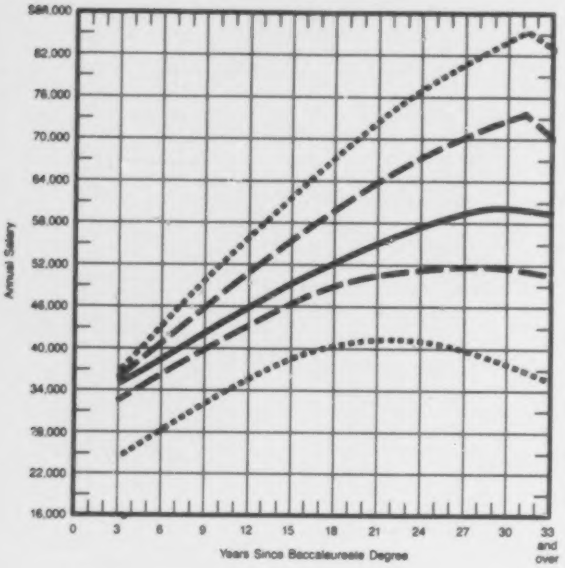
         TOTAL NUMBER      799     760     709     624     609     376     292     440     268
         OVER $93000         0       0       4      11      20      14      10      26      16
         UNDER $16000        0       0       0       0       0       0       0       0       0
```

LEGEND

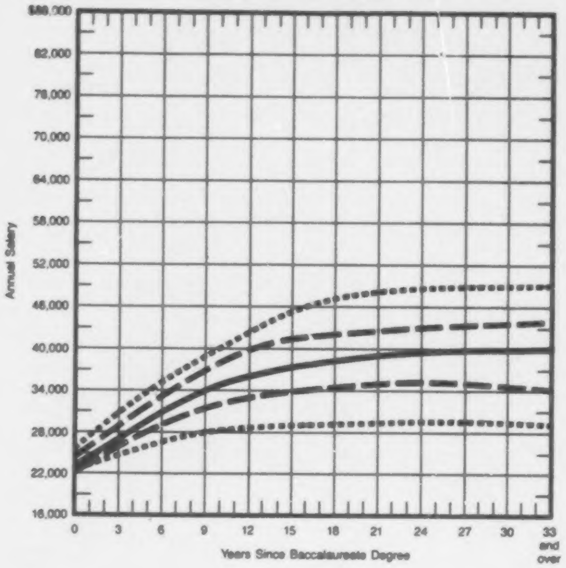
- ▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ▬▬▬▬ **Median**
- ▬ — ▬ — **Lower Quartile**
- ▮▮▮▮▮▮▮▮ **Lower Decile**

COMMUNICATION SERVICES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	37150	38950	40800	42700	44700	46750
UPPER QUARTILE	0	0	0	35850	37300	38850	40400	42050	43700
MEDIAN	0	0	0	34900	36200	37500	38600	40150	41450
LOWER QUARTILE	0	0	0	33350	34500	35700	36900	38100	39300
LOWER DECILE	0	0	0	24000	25600	27200	28600	30400	32000
MEAN	0	0	0	33700	35050	36500	37900	39400	40850
TOTAL NUMBER	0	0	1	5	5	10	21	41	38
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51000	57650	64400	70700	76150	80300	82900	84000	81600
UPPER QUARTILE	47100	52350	57550	62400	66600	69850	72000	73000	70950
MEDIAN	44150	48100	51750	55000	57550	59400	60500	60900	59700
LOWER QUARTILE	41650	44900	47700	49950	51500	52400	52700	52400	50850
LOWER DECILE	34900	38450	40650	41450	41200	40300	39100	37550	35800
MEAN	43800	48150	52150	55550	58250	60100	61100	61300	60000
TOTAL NUMBER	195	291	292	273	278	167	141	188	113
OVER $83000	0	0	4	11	20	14	10	26	16
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

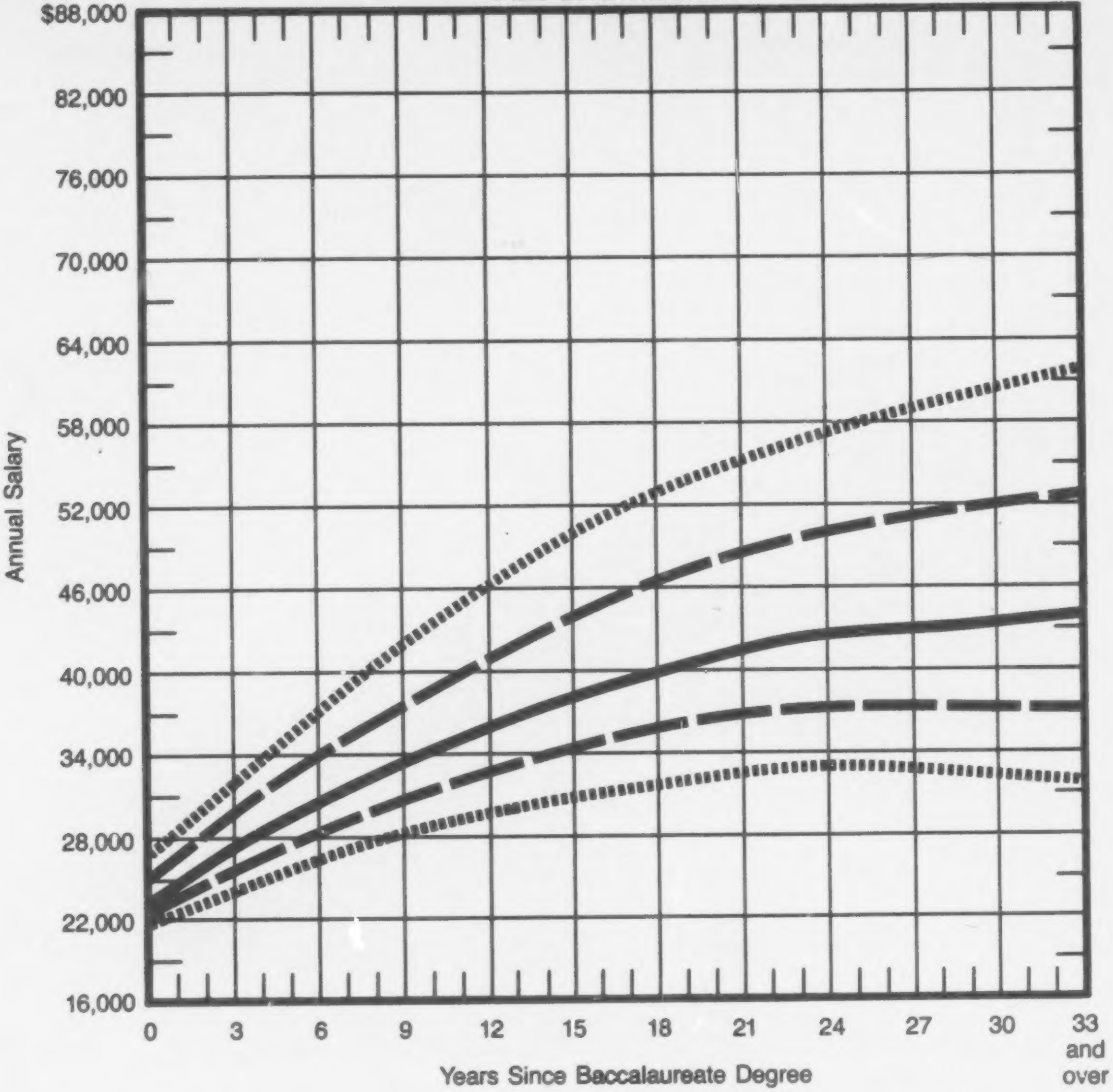
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	25100	27200	29250	31200	33150	34950	36700	38300	39750
UPPER QUARTILE	24450	26400	28300	30150	31850	33400	34850	36150	37350
MEDIAN	24250	25850	27450	28900	30300	31550	32700	33750	34700
LOWER QUARTILE	24000	25150	26300	27350	28350	29350	30200	31050	31750
LOWER DECILE	23350	24400	25350	26100	26750	27250	27650	28000	28300
MEAN	24350	25650	27350	28700	30000	31250	32350	33350	34250
TOTAL NUMBER	387	646	390	452	382	236	217	210	208
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42250	45150	47050	48300	49050	49450	49700	49800	49800
UPPER QUARTILE	39300	41400	42700	43500	43950	44150	44250	44300	44300
MEDIAN	36250	37950	39000	39650	40050	40250	40350	40350	40400
LOWER QUARTILE	33000	34200	34850	35100	35100	34950	34750	34550	34350
LOWER DECILE	28700	29050	29200	29300	29350	29350	29350	29350	29350
MEAN	35800	37500	38600	39300	39750	39950	40100	40150	40150
TOTAL NUMBER	604	469	417	351	331	209	151	252	155
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
▬▬▬	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

ELECTRIC & GAS UTILITIES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27950	29400	30900	32350	33850	35400	36900	38400	39900
UPPER QUARTILE	25700	27050	28350	29700	31000	32350	33650	34950	36200
MEDIAN	24050	25200	26350	27500	28650	29750	30850	31900	32900
LOWER QUARTILE	23200	24100	25000	25850	26750	27600	28400	29200	29950
LOWER DECILE	22250	23000	23750	24450	25150	25800	26450	27050	27650
MEAN	24800	25950	27050	28150	29300	30350	31450	32500	33500
TOTAL NUMBER	687	756	639	637	598	525	492	626	667
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	1	0	0	0

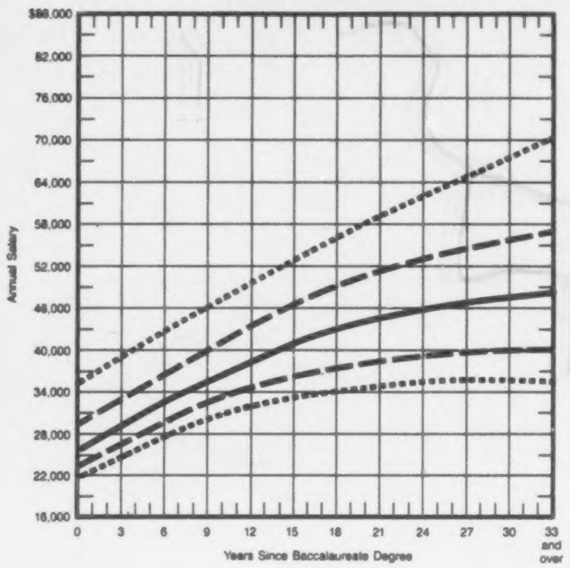
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	47000	50700	53900	56500	58550	60100	61500	62450
UPPER QUARTILE	38600	41900	44700	47000	48800	50200	51150	52000	52500
MEDIAN	34800	37300	39300	40850	42000	42800	43350	43800	44100
LOWER QUARTILE	31400	33250	34700	35750	36500	37000	37300	37500	37550
LOWER DECILE	28750	30050	31100	31800	32250	32500	32600	32600	32500
MEAN	35450	38050	40250	42050	43450	44550	45300	45950	46400
TOTAL NUMBER	1899	1257	937	702	675	511	487	1138	937
OVER $83000	0	1	2	4	4	3	8	20	36
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

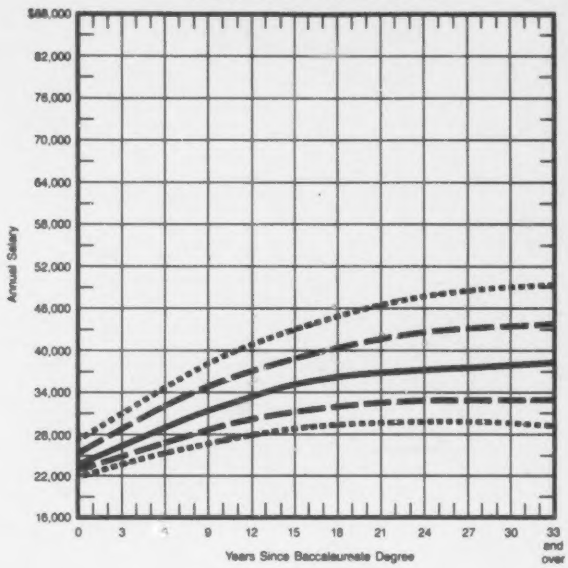
▪▪▪▪▪▪▪▪ Upper Decile
— — — — Upper Quartile
━━━━━━ Median
— — — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

ELECTRIC & GAS UTILITIES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	36750	37700	38650	39650	40700	41700	42750	43800	44850
UPPER QUARTILE	29900	31100	32350	33550	34800	36000	37250	38450	39600
MEDIAN	26700	27900	29100	30300	31450	32600	33700	34800	35850
LOWER QUARTILE	24600	25700	26800	27900	28900	29900	30850	31750	32600
LOWER DECILE	22150	23350	24550	25650	26750	27700	28650	29500	30250
MEAN	28750	29750	30800	31850	32850	33900	34900	35850	36800
TOTAL NUMBER	42	50	49	45	59	83	115	174	203
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	47050	50300	53600	56850	59900	62700	65150	67850	70650
UPPER QUARTILE	41900	45150	48000	50450	52500	54100	55350	56550	57450
MEDIAN	37800	40350	42500	44200	45500	46450	47150	47700	48050
LOWER QUARTILE	34200	36150	37650	38800	39600	40150	40500	40750	40850
LOWER DECILE	31600	33150	34200	34900	35350	35650	35800	35900	35900
MEAN	38650	41250	43500	45400	47000	48250	49200	50100	50850
TOTAL NUMBER	726	528	487	375	411	291	283	730	586
OVER $83000	0	1	2	4	4	3	8	20	36
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27500	28900	30300	31650	33000	34300	35550	36750	37900
UPPER QUARTILE	25450	26750	28050	29300	30550	31700	32850	33900	34900
MEDIAN	24050	25150	26200	27250	28250	29250	30150	31050	31950
LOWER QUARTILE	23200	24100	24950	25750	26550	27250	27950	28600	29250
LOWER DECILE	22300	23000	23700	24350	25000	25550	26100	26600	27050
MEAN	24600	25650	26750	27750	28750	29700	30600	31400	32200
TOTAL NUMBER	645	706	590	592	539	442	377	452	464
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	1	0	0	0

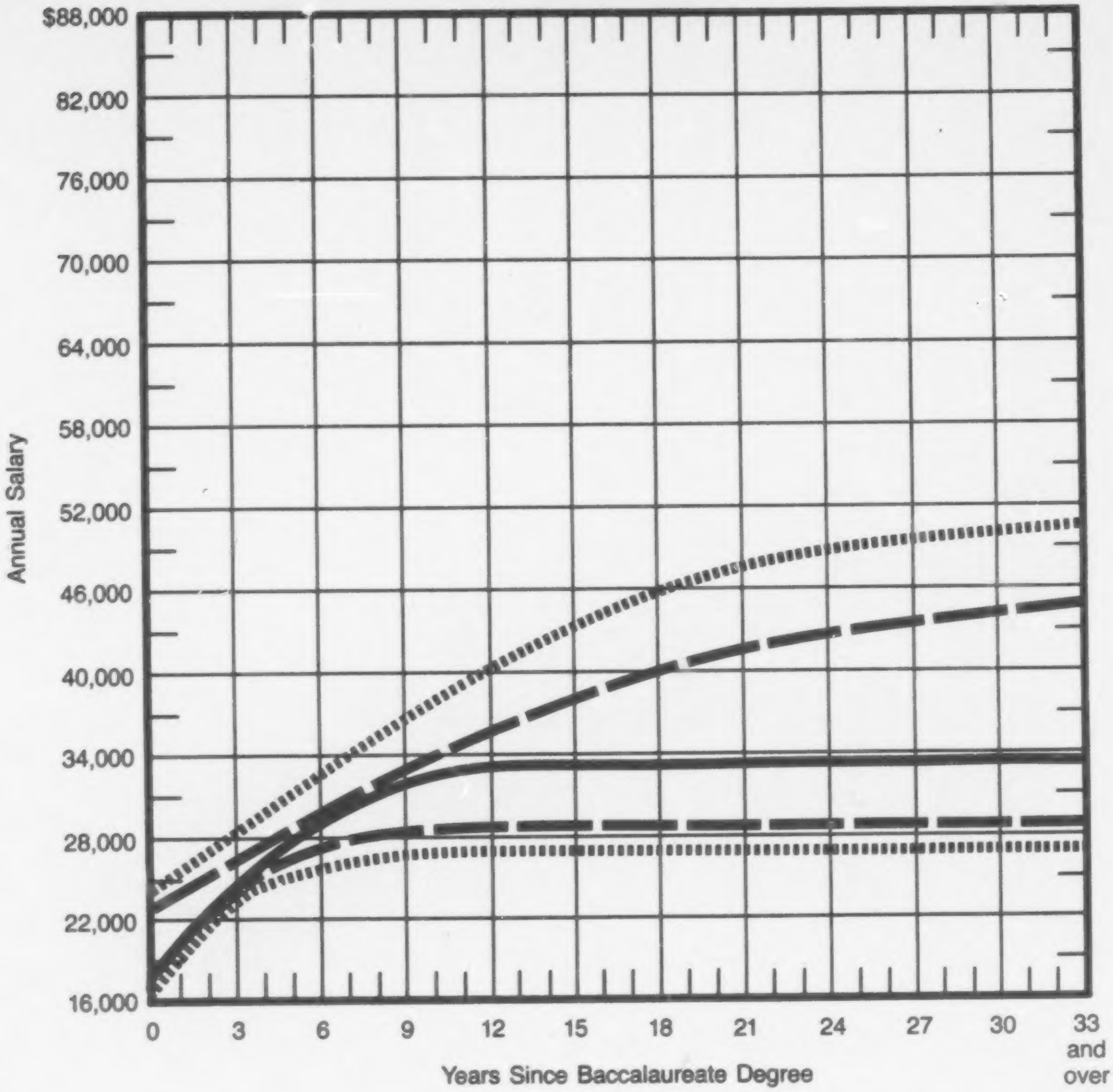
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40000	42650	44700	46300	47400	48200	48700	49050	49250
UPPER QUARTILE	36750	39050	40800	42100	43000	43600	43950	44200	44350
MEDIAN	33350	35150	36500	37400	38050	38450	38700	38850	38950
LOWER QUARTILE	30300	31550	32450	33000	33350	33600	33700	33750	33800
LOWER DECILE	27850	28750	29300	29650	29800	29850	29650	29800	29750
MEAN	33650	35350	36700	37650	38300	38750	39050	39300	39400
TOTAL NUMBER	1173	729	450	327	264	220	204	408	351
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

▪▪▪▪▪▪▪▪ **Upper Decile**
— — — **Upper Quartile**
▬▬▬ **Median**
— — — **Lower Quartile**
▪▪▪▪▪▪▪▪ **Lower Decile**

CURVES AND TABLES FOR GOVERNMENT

FEDERAL GOVERNMENT
ALL ENGINEERS



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YEARS SINCE B.S.         0       1       2       3       4       5       6       7       8
   UPPER DECILE      23800   25250   26750   28250   29700   31150   32600   34050   35400
 UPPER QUARTILE      22650   23800   25000   26150   27300   28500   29600   30700   31600
         MEDIAN      17800   20400   22800   24450   26750   28250   29450   30450   31200
 LOWER QUARTILE      17700   20300   23050   25000   26250   27000   27500   27850   28050
   LOWER DECILE      16450   20000   22550   24200   25150   25700   26000   26200   26300

           MEAN      20500   22100   23650   25150   26500   27750   28400   29900   30800

   TOTAL NUMBER        198     303     414     278     259     195     131     162     138
    OVER $53000          0       0       0       0       0       0       0       0       0
   UNDER $15000          0       0       0       0       0       0       0       0       0

YEARS SINCE B.S.      9-11   12-14   15-17   18-20   21-23   24-26   27-29   30-32     33+
   UPPER DECILE      37950   41300   44050   46150   47700   48800   49500   50050   50400
 UPPER QUARTILE      33800   36550   38750   40550   41900   42900   43550   44150   44500
         MEDIAN      32250   33050   33400   33550   33600   33600   33600   33600   33600
 LOWER QUARTILE      28250   28350   28400   28400   28400   28400   28400   28400   28400
   LOWER DECILE      26400   26450   26450   26450   26450   26450   26450   26450   26450

           MEAN      32300   33850   34800   35400   35700   35900   36000   36000   36050

   TOTAL NUMBER        436     429     476     658     906     329     239     273     128
    OVER $83000          0       0       0       0       0       0       0       0       0
   UNDER $16000          0       0       0       0       0       0       0       0       0
```
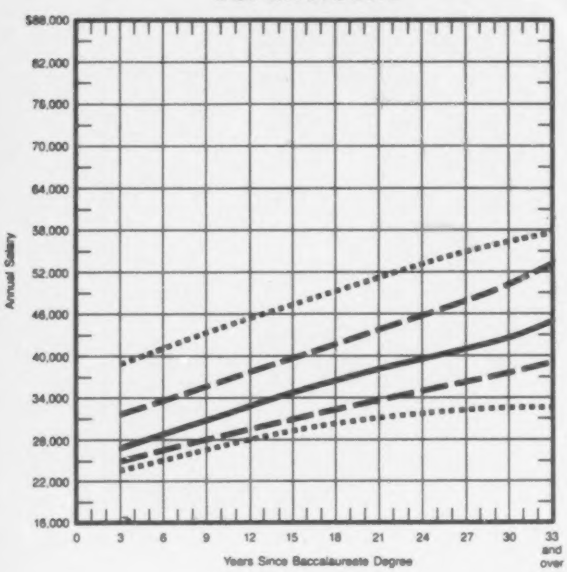
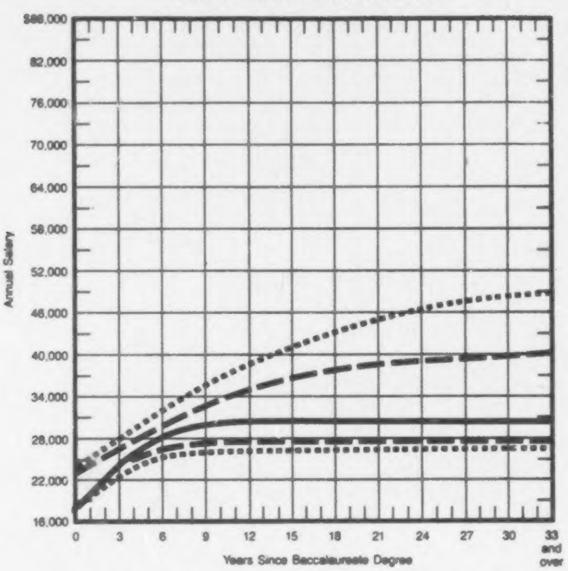

LEGEND

▪▪▪▪▪▪▪▪▪▪ Upper Decile
— — — — — Upper Quartile
━━━━━━━━ Median
– — – — – Lower Quartile
▪▪▪▪▪▪▪▪▪▪ Lower Decile

FEDERAL GOVERNMENT



SUPERVISORS



NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	38650	39350	40050	40800	41500	42250
UPPER QUARTILE	0	0	0	31750	32350	32950	33550	34200	34850
MEDIAN	0	0	0	26650	27450	28100	28700	29350	29950
LOWER QUARTILE	0	0	0	24750	25250	25750	26300	26800	27350
LOWER DECILE	0	0	0	23400	23950	24450	24950	25450	25950
MEAN	0	0	0	29400	29950	30500	31050	31600	32150
TOTAL NUMBER	2	3	2	10	11	11	15	26	27
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43700	45850	47950	50000	51850	53550	55000	56400	57350
UPPER QUARTILE	36150	38100	40150	42200	44250	46250	48150	50500	53750
MEDIAN	31200	33100	34950	36750	38400	39950	41300	42800	44500
LOWER QUARTILE	28350	29900	31350	32700	34000	35100	36100	37200	38500
LOWER DECILE	26900	28300	29500	30550	31400	32000	32400	32650	32400
MEAN	33300	35000	36700	38300	39850	41250	42500	43850	45050
TOTAL NUMBER	129	167	199	204	245	139	109	112	29
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

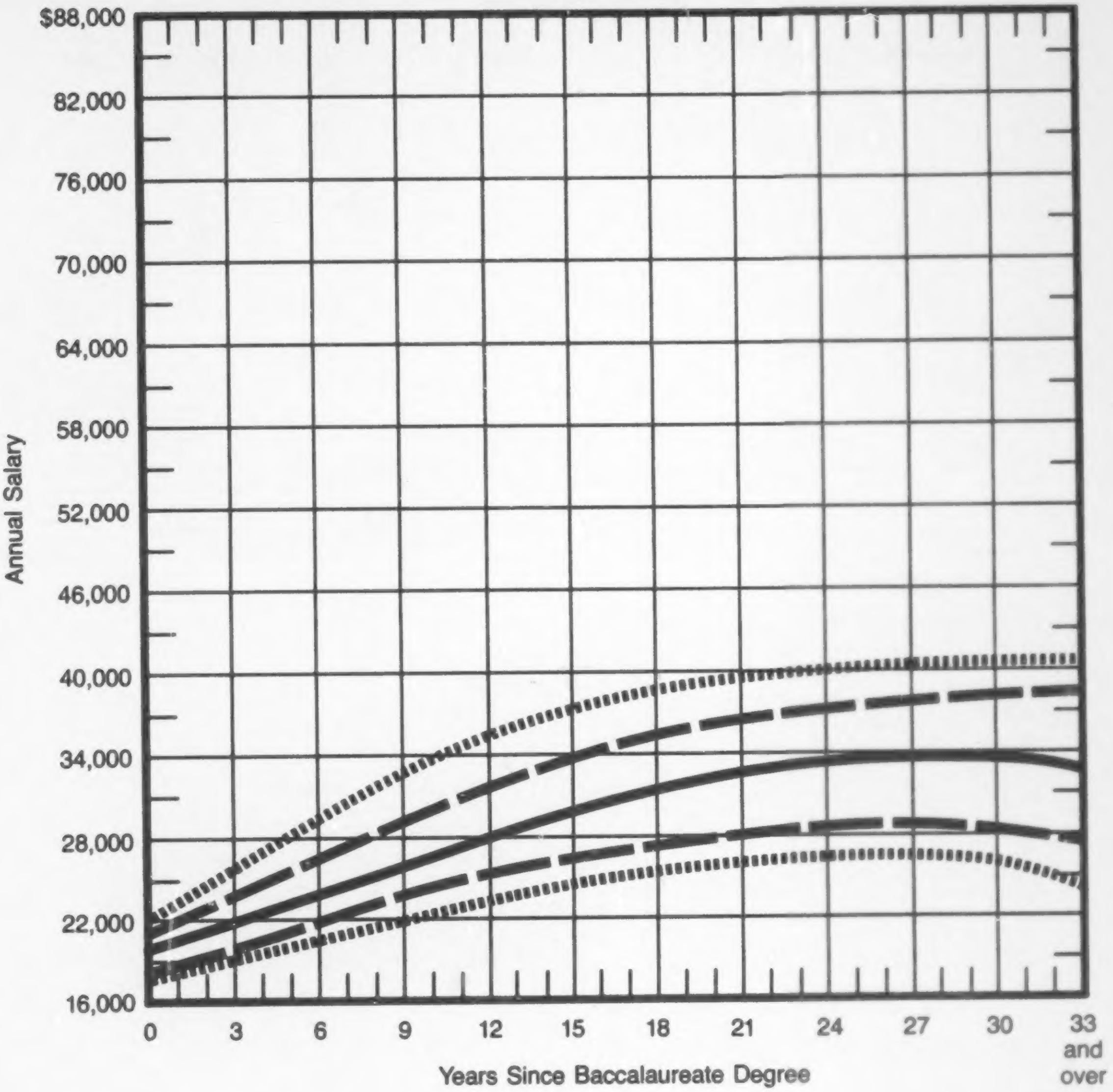
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	23850	25200	26550	27900	29250	30550	31850	33100	34350
UPPER QUARTILE	22500	23750	24950	26150	27300	28450	29500	30550	31500
MEDIAN	17100	20650	23500	25600	27100	28100	28750	29200	29500
LOWER QUARTILE	16600	20400	23200	25000	26100	26750	27100	27300	27400
LOWER DECILE	16350	20150	22750	24250	25000	25400	25550	25600	25650
MEAN	20050	21950	23750	25300	26700	27900	28950	29800	30500
TOTAL NUMBER	196	300	412	268	248	184	116	136	111
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36700	39750	42250	44200	45700	46750	47450	48050	48350
UPPER QUARTILE	33250	35350	36950	38100	38850	39400	39700	39950	40100
MEDIAN	29850	30000	30050	30050	30050	30050	30050	30050	30050
LOWER QUARTILE	27550	27600	27600	27600	27600	27600	27600	27600	27600
LOWER DECILE	25650	25650	25650	25650	25650	25650	25650	25650	25650
MEAN	31550	32500	32950	33200	33300	33350	33400	33400	33400
TOTAL NUMBER	307	262	277	454	661	190	130	161	99
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪	Lower Decile

STATE GOVERNMENT
ALL ENGINEERS



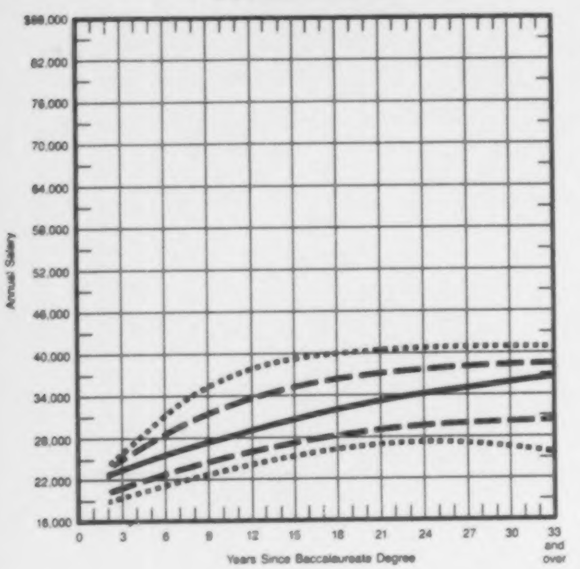
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22100	23400	24700	25950	27250	28450	29650	30750	31800
UPPER QUARTILE	21000	21900	22850	23750	24700	25600	26500	27450	29300
MEDIAN	19650	20350	21000	21700	22400	23100	23600	24500	25150
LOWER QUARTILE	18150	18800	19450	20050	20700	21300	21950	22550	23100
LOWER DECILE	17500	18000	18500	19000	19500	20000	20500	21000	21500
MEAN	19650	20450	21250	22050	22850	23650	24450	25200	25950
TOTAL NUMBER	30	59	99	59	56	64	78	93	93
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	3	1	0	1	0	0	0	0

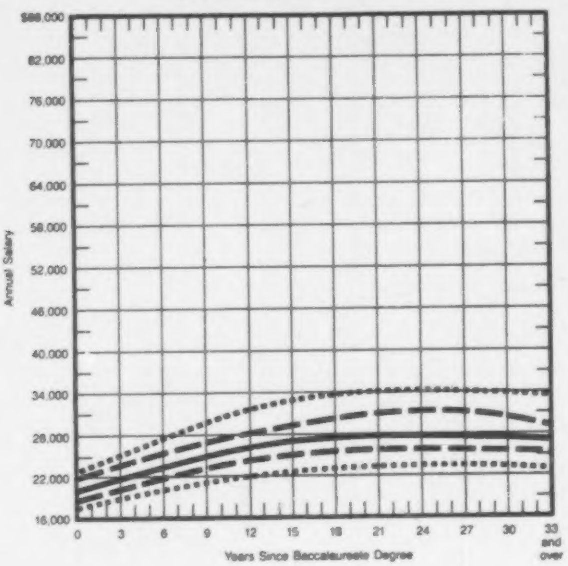
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	33750	36050	37700	38850	39600	40000	40250	40450	40550
UPPER QUARTILE	30000	32250	34150	35600	36650	37350	37750	37950	37950
MEDIAN	26500	28400	30100	31450	32400	33050	33300	33150	32200
LOWER QUARTILE	24250	25700	26850	27650	28150	28350	28350	28000	27250
LOWER DECILE	22400	23700	24750	25600	26100	26300	26200	25650	24050
MEAN	27350	29250	30700	31800	32550	32450	33100	33050	32800
TOTAL NUMBER	292	159	183	170	257	163	125	220	116
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	0	0	0	0	0	2	0	0

LEGEND

┅┅┅┅┅┅	**Upper Decile**
— — — — —	**Upper Quartile**
━━━━━━	**Median**
– – – – – –	**Lower Quartile**
┅┅┅┅┅┅	**Lower Decile**

STATE GOVERNMENT


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	23250	25550	27700	29650	31450	33000	34300
UPPER QUARTILE	0	0	23550	24600	26050	27200	28300	29350	30350
MEDIAN	0	0	22300	23100	23800	24550	25250	25950	26650
LOWER QUARTILE	0	0	19950	20600	21600	22350	23050	23700	24350
LOWER DECILE	0	0	18500	19100	19700	20250	20850	21400	21950
MEAN	0	0	21600	22850	23850	24800	25700	26600	27400
TOTAL NUMBER	0	2	5	7	16	16	23	35	53
OVER $33000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	1	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	36350	38300	39300	39850	40100	40250	40300	40300	40300
UPPER QUARTILE	32100	34150	35700	36700	37400	37850	38100	38300	38350
MEDIAN	27950	29700	31250	32500	33550	34350	34950	35500	35900
LOWER QUARTILE	25500	26850	27900	28700	29200	29550	29800	29950	30050
LOWER DECILE	23050	24450	25600	26450	26900	27100	26950	26450	25150
MEAN	28850	30600	31900	32800	33450	33850	34100	34250	34350
TOTAL NUMBER	168	109	139	131	212	138	99	181	86
OVER $33000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	2	0	0

NON-SUPERVISORS

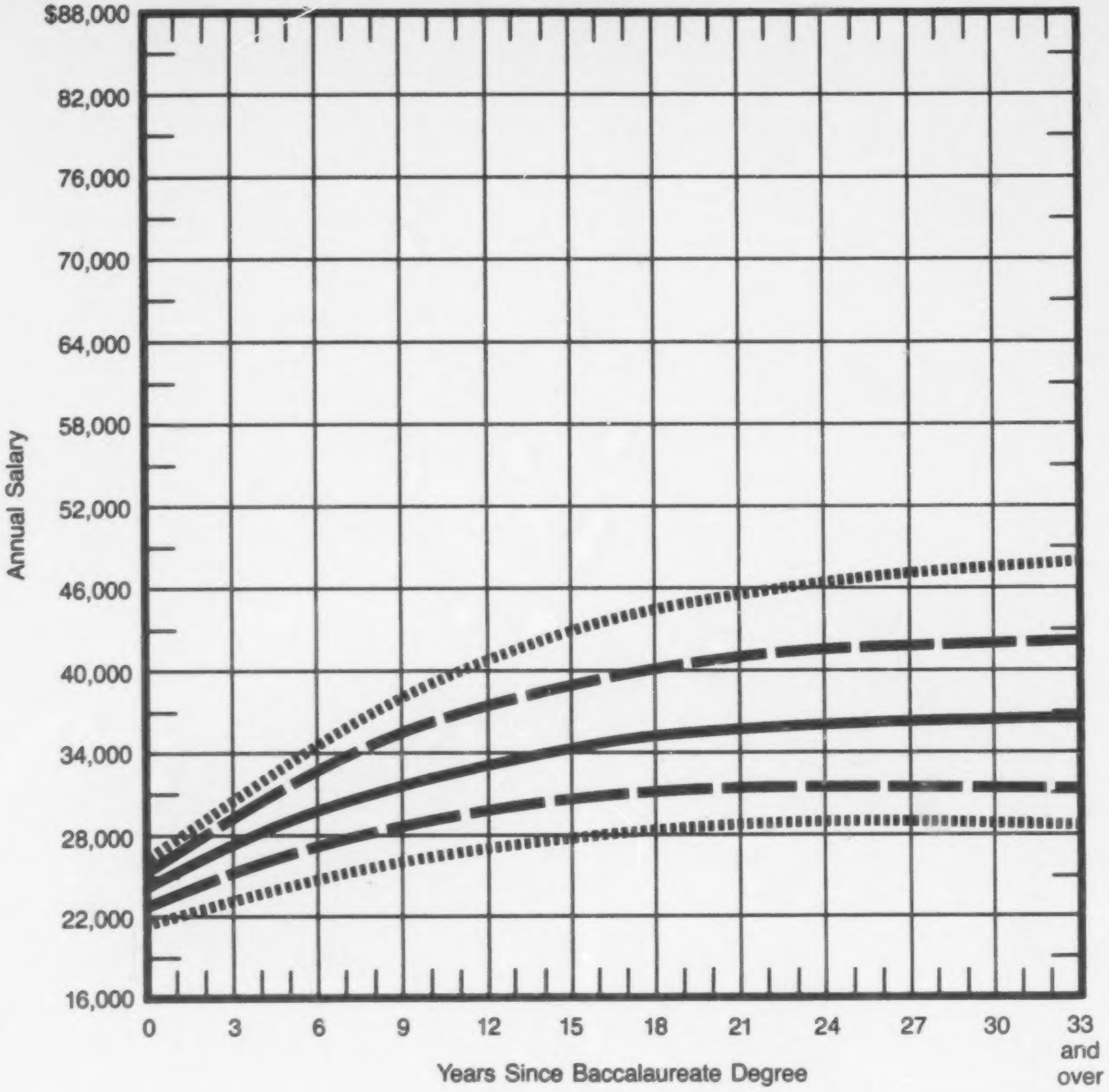
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	22250	23150	24050	24950	25850	26700	27500	28250	29000
UPPER QUARTILE	21450	22050	22650	23300	23900	24500	25100	25700	26250
MEDIAN	19500	20200	20850	21500	22100	22700	23250	23800	24300
LOWER QUARTILE	18100	18750	19400	20050	20650	21200	21750	22250	22750
LOWER DECILE	17700	18100	18500	18900	19250	19650	20000	20350	20650
MEAN	19850	20450	21100	21750	22350	22950	23550	24100	24600
TOTAL NUMBER	30	57	94	52	40	46	55	58	40
OVER $33000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	3	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	30350	31950	33050	33700	34000	34050	33950	33700	33300
UPPER QUARTILE	27350	28750	29900	30700	31100	31200	30950	30250	28550
MEDIAN	25200	26250	27000	27400	27600	27600	27450	27200	26900
LOWER QUARTILE	23600	24550	25200	25550	25700	25700	25600	25450	25250
LOWER DECILE	21250	22050	22650	23050	23250	23300	23250	23050	22500
MEAN	25600	26600	27650	28200	28400	28400	28200	27750	27050
TOTAL NUMBER	124	50	44	39	45	25	26	39	30
OVER $33000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	0	0	0	0	0	0	0	0

LEGEND

- ········· **Upper Decile**
- — — — **Upper Quartile**
- ━━━ **Median**
- — — — **Lower Quartile**
- ········· **Lower Decile**

LOCAL GOVERNMENT
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26150	27650	29150	30600	32050	33400	34700	35900	37100
UPPER QUARTILE	25400	26750	28100	29400	30650	31600	32650	33650	34750
MEDIAN	24550	25650	26650	27000	28500	29350	30100	30800	31450
LOWER QUARTILE	22850	23650	24400	25150	25800	26450	27050	27550	28050
LOWER DECILE	21400	22050	22650	23250	23800	24350	24650	25300	25750
MEAN	24200	25250	26300	27300	28200	29100	29950	30750	31450
TOTAL NUMBER	26	10	37	37	9	12	14	21	17
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	39150	41700	43600	44950	45900	46500	46900	47150	47300
UPPER QUARTILE	35350	38200	39450	40350	40900	41250	41450	41600	41650
MEDIAN	32550	33800	34650	35250	35600	35650	36000	36100	36100
LOWER QUARTILE	28900	29850	30450	30850	31050	31150	31200	31200	31200
LOWER DECILE	26500	27400	28000	28400	28550	28650	28600	28550	28400
MEAN	32750	34250	35350	36100	36650	37000	37200	37350	37450
TOTAL NUMBER	39	62	56	63	67	79	58	107	69
OVER $93000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪ Upper Decile
- — — — — Upper Quartile
- ━━━━ Median
- – – – – Lower Quartile
- ▪▪▪▪▪▪▪▪ Lower Decile

REGIONAL CURVES AND TABLES

REGIONAL BREAKDOWNS

NEW ENGLAND

- Connecticut
- Maine
- Massachusetts
- New Hampshire
- Rhode Island
- Vermont

MIDDLE ATLANTIC

- New Jersey
- New York
- Pennsylvania

EAST NORTH CENTRAL

- Illinois
- Indiana
- Michigan
- Ohio
- Wisconsin

WEST NORTH CENTRAL

- Iowa
- Kansas
- Minnesota
- Missouri
- Nebraska
- North Dakota
- South Dakota

SOUTH ATLANTIC

- Delaware
- District of Columbia
- Florida
- Georgia
- Maryland

SOUTH ATLANTIC (cont'd)

- North Carolina
- South Carolina
- Virginia
- West Virginia

EAST SOUTH CENTRAL

- Alabama
- Kentucky
- Mississippi
- Tennessee

WEST SOUTH CENTRAL

- Arkansas
- Louisiana
- Oklahoma
- Texas

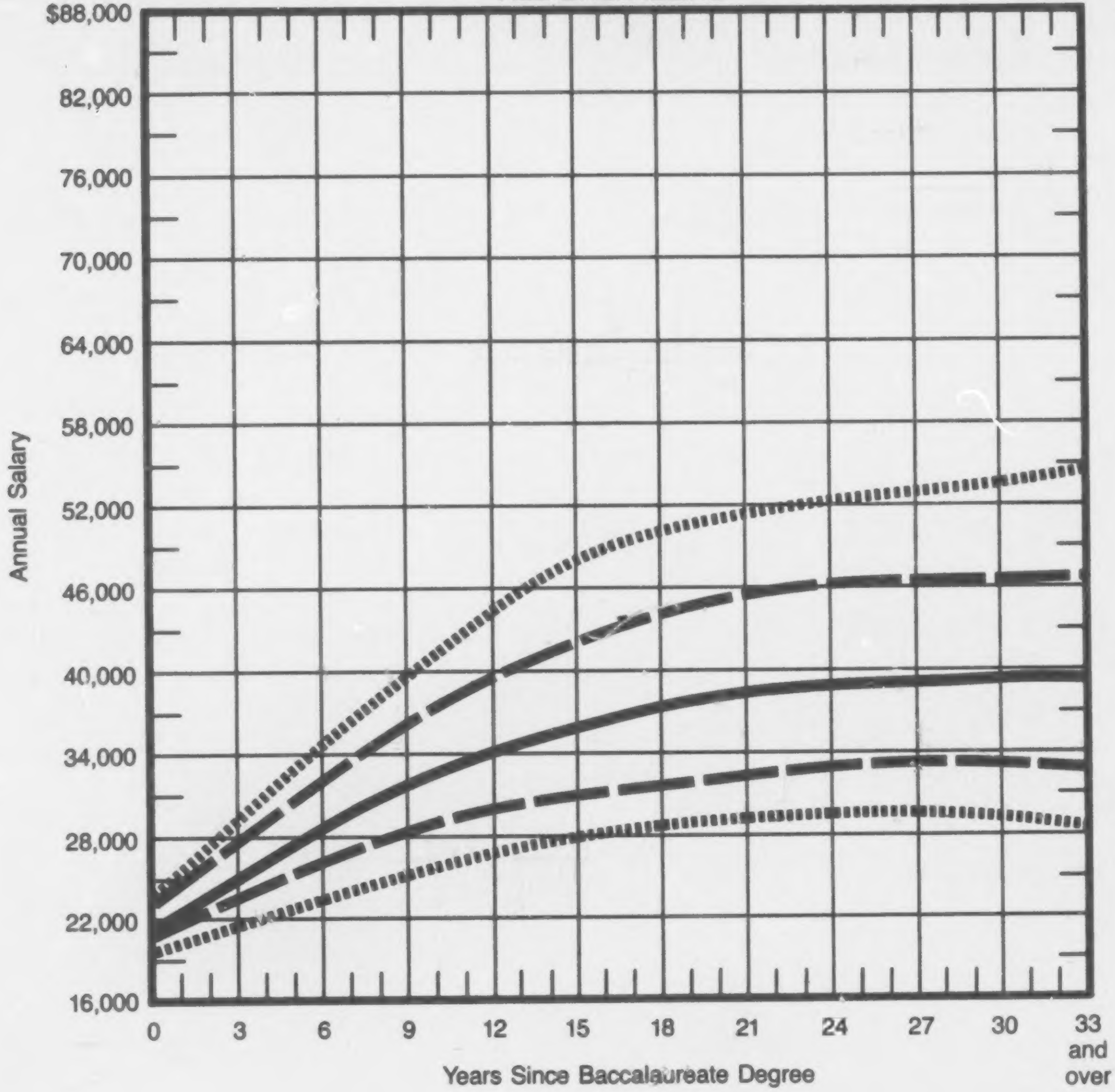
MOUNTAIN

- Arizona
- Colorado
- Idaho
- Montana
- Nevada
- New Mexico
- Utah
- Wyoming

PACIFIC

- Alaska
- California
- Hawaii
- Oregon
- Washington

NEW ENGLAND
ALL ENGINEERS



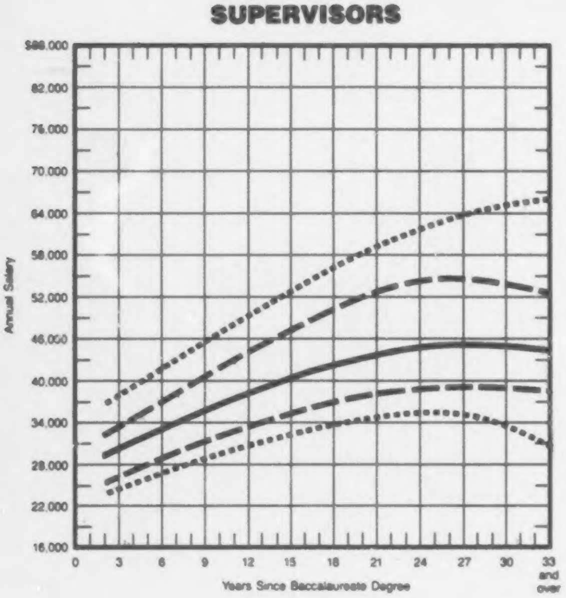
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24950	26800	28650	30500	32350	34200	35950	37650	39300
UPPER QUARTILE	23300	24900	26500	28100	29700	31300	32800	34300	35650
MEDIAN	21900	23100	24350	25550	26800	28000	29150	30300	31400
LOWER QUARTILE	21150	22050	22950	23850	24750	25650	26500	27300	28100
LOWER DECILE	20200	20900	21650	22350	23000	23700	24300	24950	25500
MEAN	22450	23650	24900	26150	27350	28550	29750	30900	32000
TOTAL NUMBER	226	284	294	205	168	150	147	169	197
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	0	0	0	0	0	0	0	0

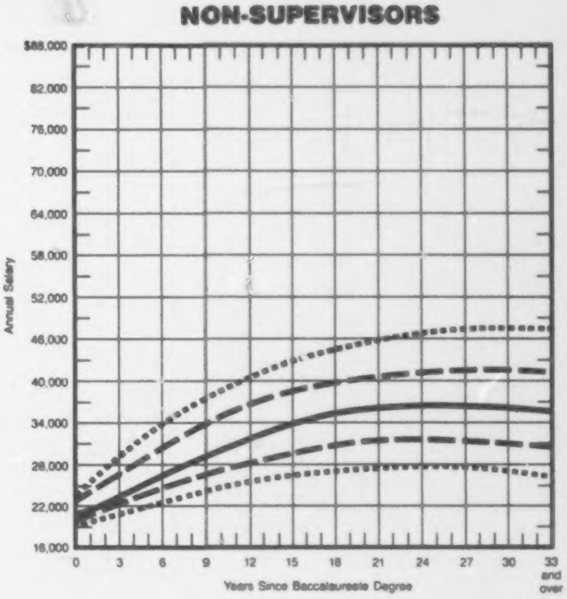
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42350	46200	49200	51400	52900	53900	54450	54850	55000
UPPER QUARTILE	38200	41250	43450	44850	45750	46300	46550	46750	46850
MEDIAN	33400	35900	37700	38400	39550	39850	39900	39800	39650
LOWER QUARTILE	29500	31300	32600	33400	33850	33900	33800	33500	33000
LOWER DECILE	26600	27900	28800	29400	29600	29600	29400	29000	28350
MEAN	34050	36650	38600	39900	40700	41100	41300	41300	41250
TOTAL NUMBER	459	408	353	310	268	196	212	298	232
OVER $83000	0	0	1	0	2	0	2	2	4
UNDER $16000	0	0	0	1	0	0	0	0	0

LEGEND

- ▪▪▪▪▪▪▪▪ Upper Decile
- — — — — Upper Quartile
- ━━━━━━ Median
- — - — - — Lower Quartile
- ▪▪▪▪▪▪▪▪ Lower Decile

NEW ENGLAND


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	37550	38600	39650	40750	41850	43000	44150
UPPER QUARTILE	0	0	33000	34150	35300	36450	37650	38800	40000
MEDIAN	0	0	29150	30350	31500	32650	33800	34900	36000
LOWER QUARTILE	0	0	25650	26600	27550	28500	29450	30400	31300
LOWER DECILE	0	0	23350	24050	24800	25550	26350	27100	27850
MEAN	0	0	29650	30700	31750	32800	33850	34900	36000
TOTAL NUMBER	2	4	5	7	5	14	18	24	27
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	50050	53600	57050	60200	62900	64950	66500	65400
UPPER QUARTILE	42300	45650	48700	51250	53150	54300	54800	54450	52100
MEDIAN	38100	40800	42950	44450	45400	45900	46000	45800	45300
LOWER QUARTILE	33000	35300	37100	38450	39350	39800	39950	39800	37300
LOWER DECILE	29300	31400	33200	34550	35400	35650	35300	34100	30550
MEAN	38050	40950	43500	45550	47050	48000	48400	48350	47300
TOTAL NUMBER	98	131	143	92	87	68	81	112	84
OVER $83000	0	0	1	0	2	0	2	2	4
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

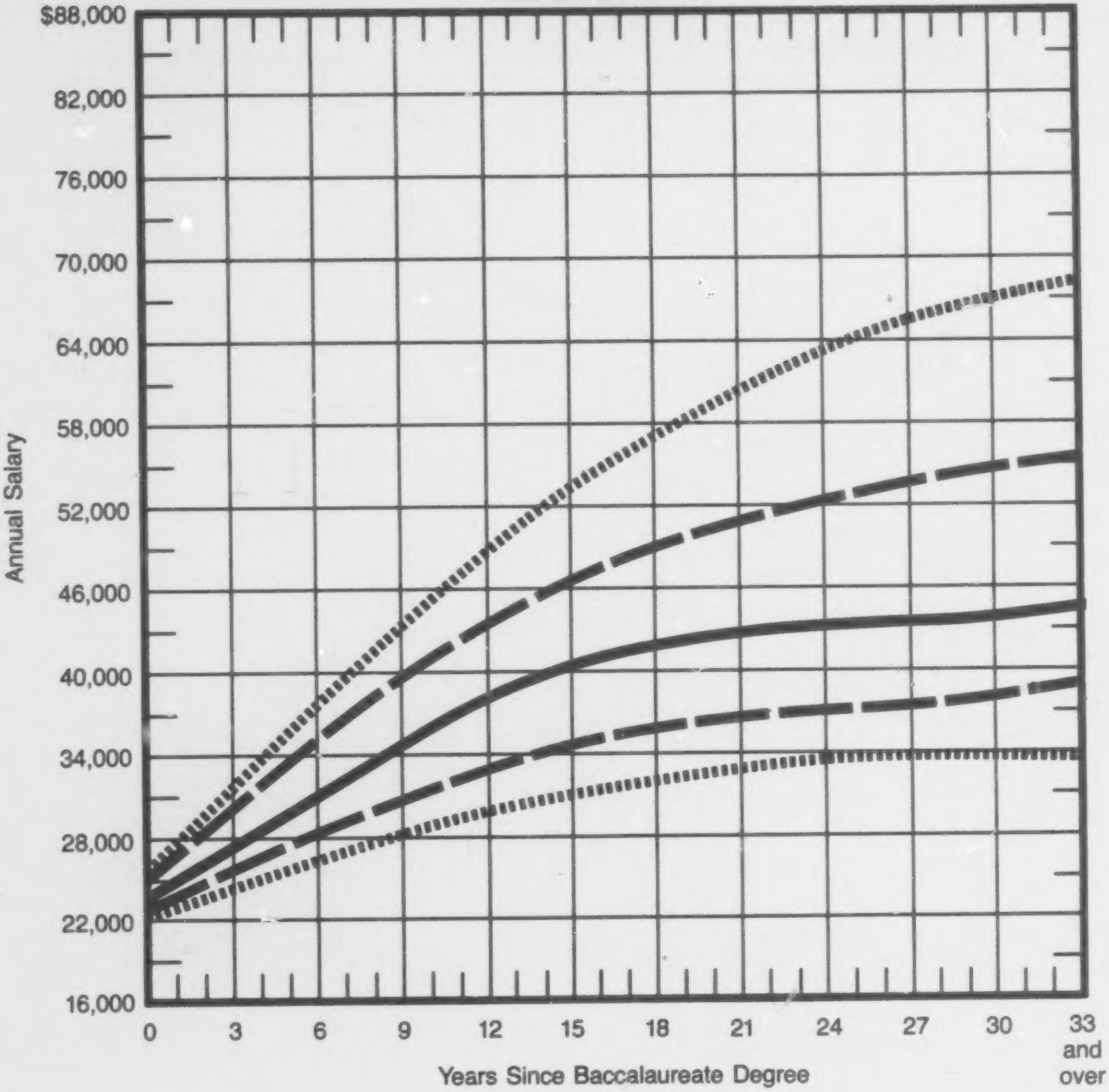
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	24750	26600	28400	30200	31900	33550	35100	36550	37900
UPPER QUARTILE	23200	24800	26400	27450	29450	30650	32150	33400	34500
MEDIAN	21650	23100	24300	25500	26700	27800	28850	29850	30750
LOWER QUARTILE	21150	22050	22950	23800	24650	25500	26250	27000	27700
LOWER DECILE	20200	20950	21650	22350	23000	23600	24200	24750	25300
MEAN	22350	23550	24800	25950	27150	29250	29300	30300	31200
TOTAL NUMBER	224	280	289	198	163	136	129	145	170
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	1	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40250	42950	44850	46100	46900	47400	47700	47850	47900
UPPER QUARTILE	36450	38700	40250	41250	41900	42300	42500	42600	42650
MEDIAN	32400	34200	35450	36150	36500	36700	36750	36700	36700
LOWER QUARTILE	28900	30350	31300	31800	32000	31950	31800	31550	31200
LOWER DECILE	26150	27200	27800	28150	28200	28150	28000	27800	27500
MEAN	32850	34750	36000	36750	37200	37400	37450	37500	37500
TOTAL NUMBER	361	277	210	218	181	130	131	186	148
OVER $83000	0	0	0	[illegible]	0	0	0	0	0
UNDER $16000	0	0	0	1	0	0	0	0	0

LEGEND

- ········· Upper Decile
- — — — Upper Quartile
- ━━━━ Median
- — — — Lower Quartile
- ········· Lower Decile

MIDDLE ATLANTIC
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26550	28350	30200	32050	33950	35900	37850	39850	41750
UPPER QUARTILE	25100	26750	28350	30050	31700	33350	35000	36600	38150
MEDIAN	24300	25700	27050	28450	29750	31050	32300	33500	34600
LOWER QUARTILE	23500	24550	25600	26600	27600	28550	29450	30300	31100
LOWER DECILE	22450	23250	24000	24750	25500	26200	26900	27600	28250
MEAN	24450	25800	27150	28500	29800	31150	32450	33700	34900
TOTAL NUMBER	924	1175	835	912	795	586	585	664	696
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

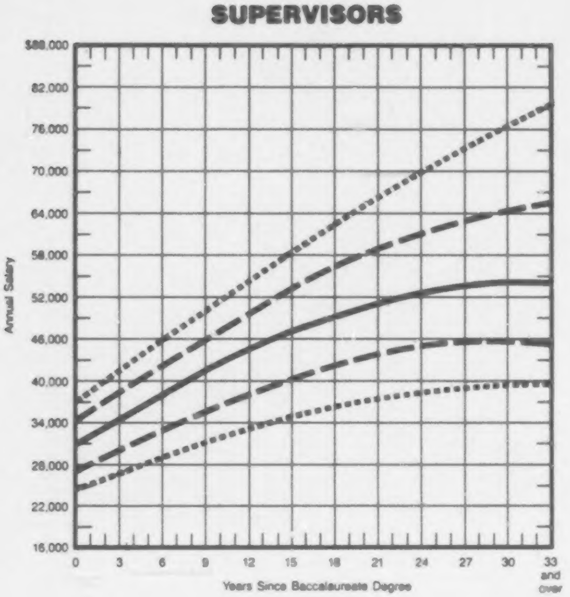
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45600	50950	55650	59550	62650	64950	66550	67850	68600
UPPER QUARTILE	41100	45050	48300	50900	52800	54100	55000	55600	55900
MEDIAN	36700	39300	41300	42750	43750	44400	44800	45100	45200
LOWER QUARTILE	32650	34550	36000	37150	37950	38500	38850	39100	39200
LOWER DECILE	29400	30900	32050	32850	33350	33600	33650	33650	33450
MEAN	37200	40250	42750	44700	46200	47200	47900	48400	48650
TOTAL NUMBER	2020	1801	1574	1344	1381	977	919	1399	1103
OVER $83000	0	0	5	13	22	21	15	46	47
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

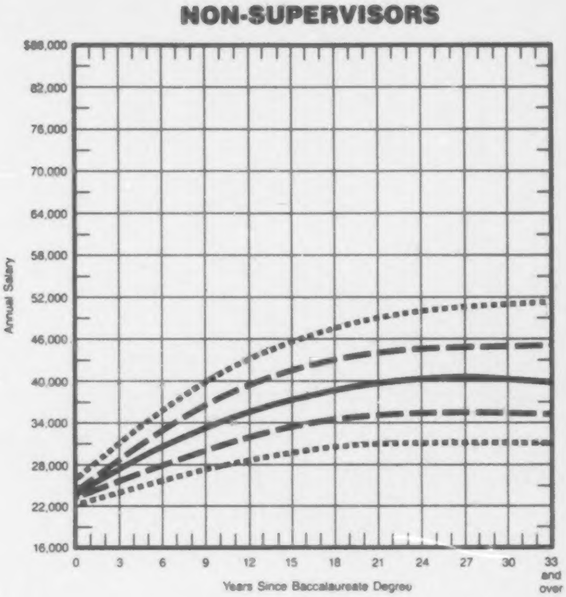
- ▮▮▮▮▮▮▮▮ **Upper Decile**
- — — — — **Upper Quartile**
- ━━━━━━ **Median**
- – – – – – **Lower Quartile**
- ▮▮▮▮▮▮▮▮ **Lower Decile**

MIDDLE ATLANTIC

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	37700	38900	40100	41400	42700	44050	45400	46850	48250
UPPER QUARTILE	34650	35700	36800	37450	39100	40250	41450	42650	43950
MEDIAN	31400	32500	33550	34650	35750	36850	37950	39050	40150
LOWER QUARTILE	27250	28250	29250	30300	31300	32300	33350	34300	35300
LOWER DECILE	25200	25950	26750	27500	28250	29000	29700	30450	31100
MEAN	31350	32400	33450	34500	35600	36700	37800	38900	40000
TOTAL NUMBER	11	17	19	24	27	42	63	86	118
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	51250	55850	60550	65200	69550	73450	76600	79350	79850
UPPER QUARTILE	46350	50050	53650	57050	60050	62550	64400	65850	65650
MEDIAN	42300	45350	48100	50400	52200	53500	54300	54700	54350
LOWER QUARTILE	37150	39650	41750	43450	44650	45450	45850	46100	45950
LOWER DECILE	32450	34250	35800	37100	38100	38950	39550	40100	40600
MEAN	42200	45400	48350	51000	53200	54900	56050	56850	56750
TOTAL NUMBER	515	600	602	568	605	475	400	646	536
OVER $83000	0	0	5	13	22	21	15	46	47
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

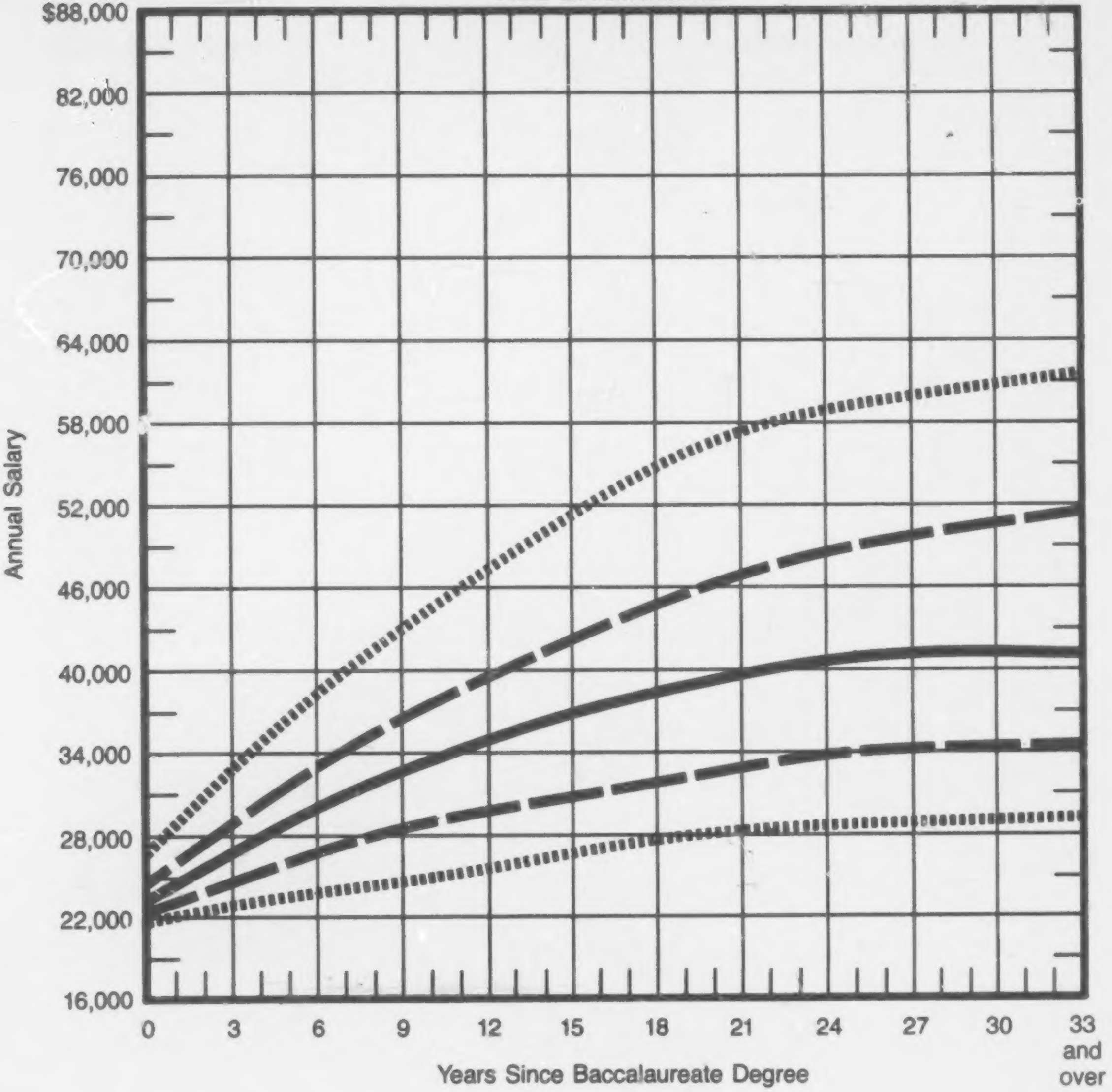
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26350	28200	30000	31800	33550	35250	36850	38400	39800
UPPER QUARTILE	24900	26650	28400	30050	31650	33150	34550	35800	37000
MEDIAN	24250	25650	27050	28400	29650	30850	31950	32950	33900
LOWER QUARTILE	23450	24550	25600	26600	27550	28400	29250	30000	30700
LOWER DECILE	22400	23200	24000	24700	25450	26100	26750	27300	27850
MEAN	24250	25650	27050	28350	29650	30800	31950	32950	33950
TOTAL NUMBER	913	1158	816	888	768	544	522	578	578
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42350	45400	47650	49150	50200	50800	51150	51400	51450
UPPER QUARTILE	39000	41300	42850	43850	44500	44800	45000	45100	45100
MEDIAN	35500	37350	38600	39450	40000	40300	40500	40600	40600
LOWER QUARTILE	31900	33300	34300	35000	35450	35700	35850	35950	35950
LOWER DECILE	28600	29900	30650	31050	31250	31300	31300	31200	31100
MEAN	35600	37600	38950	39900	40500	40900	41100	41200	41250
TOTAL NUMBER	1505	1201	972	776	776	502	519	753	567
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

EAST NORTH CENTRAL
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27400	29100	30850	32650	34450	36250	38000	39800	41500
UPPER QUARTILE	25350	26700	28100	29500	30900	32250	33600	34900	36200
MEDIAN	23950	25050	26100	27150	28200	29200	30200	31150	32050
LOWER QUARTILE	23200	23500	24650	25350	26000	26650	27300	27900	28450
LOWER DECILE	22350	22700	23050	23400	23750	24050	24400	24700	25000
MEAN	24500	25600	26650	27750	28800	29850	30850	31850	32850
TOTAL NUMBER	707	716	661	666	677	529	526	597	616
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	3	0	1	0	2	0	0	1	0

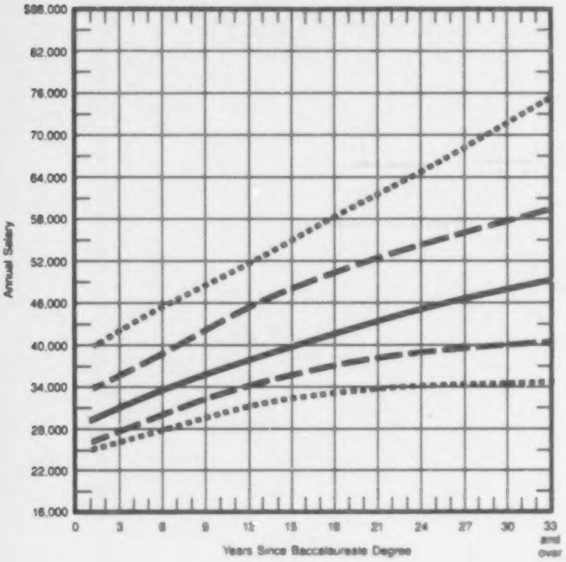
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44600	49300	53100	56100	58450	60100	61250	62150	62700
UPPER QUARTILE	38650	41900	44600	46750	48400	49600	50400	51100	51450
MEDIAN	33750	35900	37700	39050	40100	40800	41350	41750	41950
LOWER QUARTILE	29500	30850	31950	32800	33450	33900	34250	34550	34700
LOWER DECILE	25600	26400	27100	27700	28200	28650	29000	29350	29700
MEAN	34650	37100	39150	40800	42100	43050	43750	44350	44700
TOTAL NUMBER	1648	1442	1139	682	757	657	619	1138	1017
OVER $83000	0	3	3	7	16	9	13	37	46
UNDER $16000	0	1	2	0	0	0	1	0	3

LEGEND

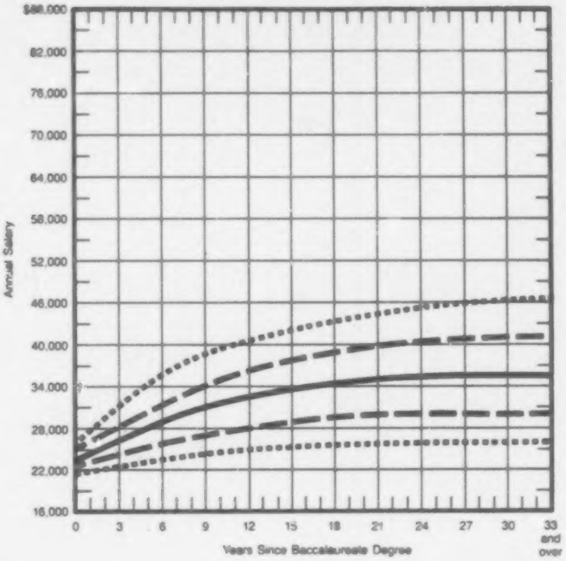
▪▪▪▪▪▪▪▪ Upper Decile
— — — — Upper Quartile
━━━━━ Median
– — – — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

EAST NORTH CENTRAL

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	40700	41750	42800	43900	44950	46050	47200	48300
UPPER QUARTILE	0	34850	35850	36850	37900	38900	39900	40900	41850
MEDIAN	0	29400	30450	31450	32450	33450	34400	35400	36300
LOWER QUARTILE	0	27350	28100	28850	29650	30350	31100	31800	32500
LOWER DECILE	0	26150	26700	27250	27800	28300	28800	29250	29700
MEAN	0	31800	32700	33600	34500	35350	36250	37100	37950
TOTAL NUMBER	1	7	13	26	61	57	94	128	149
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50550	54000	57400	60700	63900	66900	69650	72850	76850
UPPER QUARTILE	43800	46600	49200	51600	53700	55500	57000	58500	60050
MEDIAN	38150	40600	42750	44550	45950	47050	47650	48600	49200
LOWER QUARTILE	33800	35500	37000	38200	39100	39800	40250	40650	40900
LOWER DECILE	30600	31700	32650	33450	34050	34500	34850	35150	35400
MEAN	39650	42600	44100	46000	47600	48950	50000	51100	52100
TOTAL NUMBER	500	542	486	436	404	345	319	662	541
OVER $83000	0	3	3	7	16	9	13	36	45
UNDER $16000	0	0	0	0	0	0	0	0	0

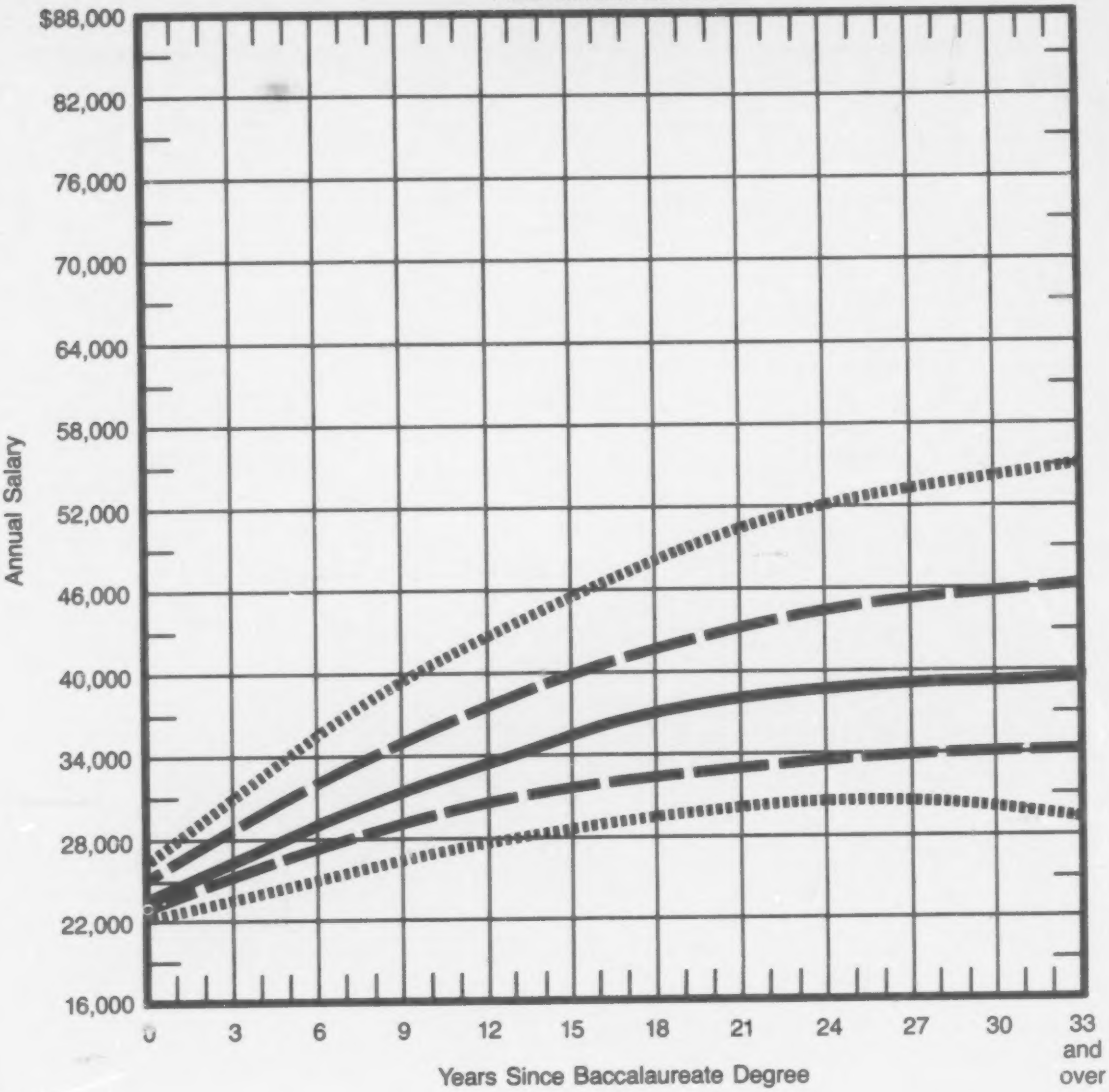
NON-SUPERVISORS

EARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26950	28750	30550	32200	33800	35250	36650	37900	39000
UPPER QUARTILE	25200	26600	27950	29250	30450	31600	32700	33650	34550
MEDIAN	23850	25000	26050	27100	28000	28900	29700	30400	31050
LOWER QUARTILE	23150	23900	24550	25200	25800	26300	26800	27250	27650
LOWER DECILE	22350	22650	22950	23250	23500	23750	24000	24250	24450
MEAN	24350	25450	26500	27500	28400	29250	30050	30800	31450
TOTAL NUMBER	706	711	648	640	616	472	432	469	467
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	3	0	1	0	2	0	0	1	0
EARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40950	43050	44500	45400	45950	46250	46400	46500	46550
UPPER QUARTILE	36150	37950	39200	40050	40600	40950	41150	41250	41300
MEDIAN	32150	33350	34200	34700	35050	35250	35350	35450	35450
LOWER QUARTILE	28300	29050	29550	29900	30150	30300	30350	30400	30450
LOWER DECILE	24800	25300	25650	25950	26200	26350	26450	26550	26650
MEAN	32800	33900	[illegible]	35450	35850	36100	36250	36350	36400
TOTAL NUMBER	1168	900	651	446	353	312	300	476	476

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

WEST NORTH CENTRAL
ALL ENGINEERS



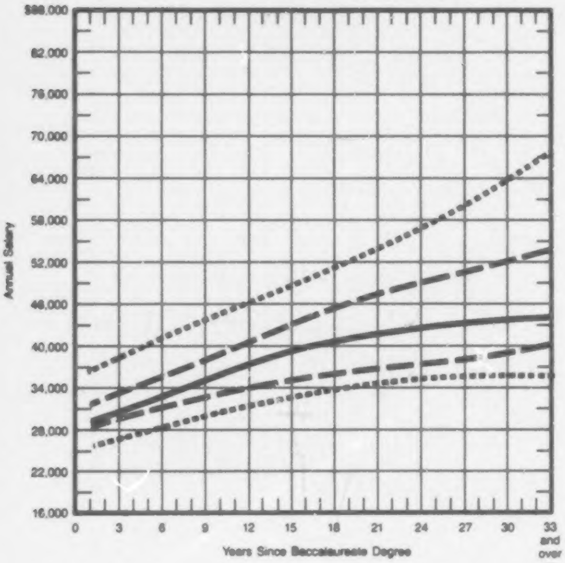
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27100	28450	29850	31200	32600	33950	35350	36650	38000
UPPER QUARTILE	25350	26600	27800	29050	30250	31400	32550	33700	34750
MEDIAN	24200	25100	26050	27000	27900	28800	29700	30550	31400
LOWER QUARTILE	23250	24000	24750	25450	26150	26850	27500	28150	28750
LOWER DECILE	22450	23000	23550	24100	24600	25100	25600	26100	26550
MEAN	24500	25500	26450	27450	28400	29300	30250	31100	32000
TOTAL NUMBER	347	427	396	306	282	248	224	279	238
OVER $88000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

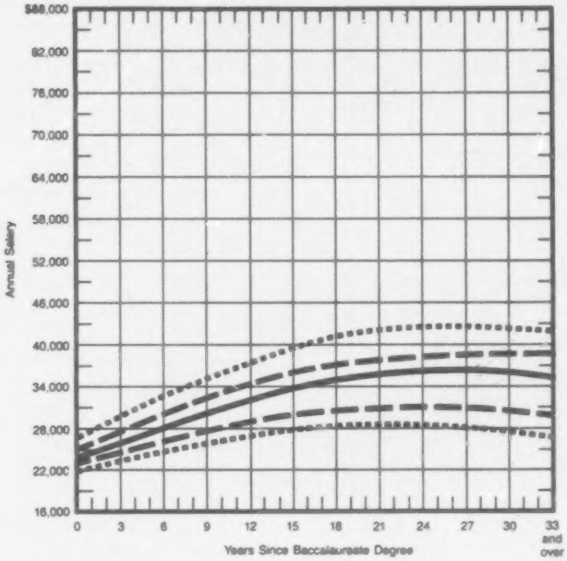
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40500	43950	46850	49300	51200	52650	53650	54550	55150
UPPER QUARTILE	36800	39400	41450	43050	44150	44700	45400	45800	46050
MEDIAN	32450	34950	36550	37750	38600	39100	39400	39550	39600
LOWER QUARTILE	29900	31350	32500	33300	33850	34150	34300	34300	34100
LOWER DECILE	27350	28450	29250	29800	30150	30250	30150	29850	29100
MEAN	33600	35700	37450	38850	39850	40600	41150	41600	41900
TOTAL NUMBER	640	478	386	374	331	230	170	349	241
OVER $88000	0	0	0	0	0	1	0	3	8
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — — — —	Upper Quartile
▬▬▬▬▬	Median
‐ — ‐ — ‐ —	Lower Quartile
▪▪▪▪▪▪▪▪▪▪▪▪▪▪▪	Lower Decile

WEST NORTH CENTRAL


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37800	38600	39400	40200	41050	41850	42700	43550
UPPER QUARTILE	0	32850	33700	34600	35500	36350	37200	38050	38900
MEDIAN	0	29800	30650	31500	32300	33150	33950	34750	35500
LOWER QUARTILE	0	28300	29000	29700	30400	31050	31700	32300	32900
LOWER DECILE	0	26150	26900	27650	28350	29050	29650	30250	30800
MEAN	0	31100	31850	32600	33400	34150	34850	35600	36350
TOTAL NUMBER	2	8	9	10	23	24	31	50	54
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45300	47950	50600	53300	55950	58600	61100	64200	68650
UPPER QUARTILE	40550	42900	45050	47000	48650	50100	51250	52450	53650
MEDIAN	37000	39050	40800	42250	43350	44100	44600	44850	44800
LOWER QUARTILE	34050	35550	36850	37850	38600	39200	39600	39900	40150
LOWER DECILE	31800	33000	33850	34500	34900	35200	35350	35500	35550
MEAN	37750	39750	41550	43150	44600	45800	46750	47800	48800
TOTAL NUMBER	205	167	164	172	160	121	86	164	131
OVER $83000	0	0	0	0	0	1	0	3	8
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

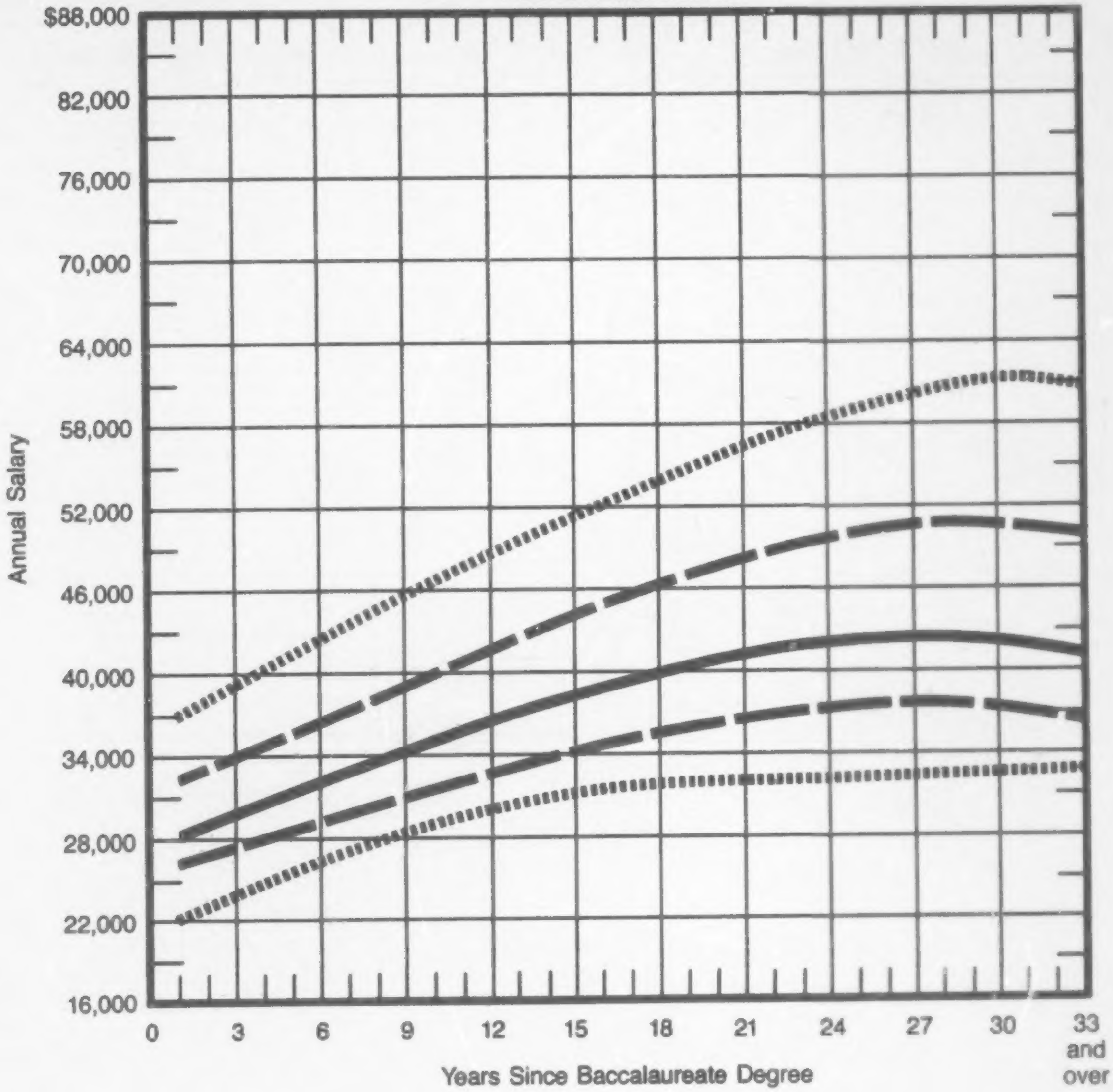
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27050	28300	29500	30700	31650	33000	34050	35100	36050
UPPER QUARTILE	25400	26500	27600	28700	29700	30700	31600	32450	33250
MEDIAN	24250	25100	25950	26800	27600	28350	29100	29750	30400
LOWER QUARTILE	23400	24050	24650	25300	25900	26450	27000	27550	28050
LOWER DECILE	22550	23050	23500	23950	24400	24800	25200	25600	25950
MEAN	24550	25400	26250	27100	27900	28700	29400	30100	30800
TOTAL NUMBER	345	419	387	296	259	224	193	229	184
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	37800	39850	41250	42100	42500	42600	42500	42300	42000
UPPER QUARTILE	34650	36300	37400	38150	38600	38900	39050	39150	39200
MEDIAN	31600	33000	34000	34600	35000	35100	35150	35050	34900
LOWER QUARTILE	28950	30050	30800	31300	31500	31500	31350	31000	30400
LOWER DECILE	26600	27450	28050	28400	28550	28500	28250	27800	26850
MEAN	31950	33400	34400	35000	35300	35400	35350	35150	34900
TOTAL NUMBER	435	311	222	202	171	109	84	185	110
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
▬▬▬ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile

SOUTH ATLANTIC
ALL ENGINEERS



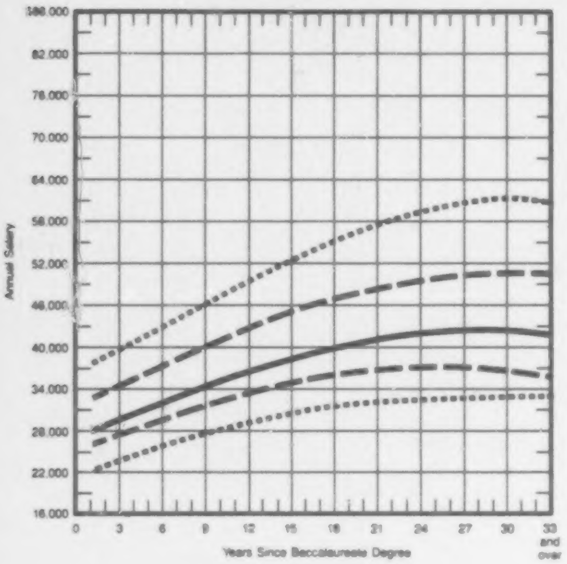
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37250	38200	39200	40200	41200	42250	43300	44350
UPPER QUARTILE	0	32300	33200	34100	35000	35700	36850	37750	38650
MEDIAN	0	28750	29550	30350	31150	31950	32750	33500	34300
LOWER QUARTILE	0	26200	26950	27650	28350	29050	29700	30350	31000
LOWER DECILE	0	22500	23750	24950	26000	26950	27850	28600	29250
MEAN	0	29850	30650	31450	32250	33050	33850	34650	35450
TOTAL NUMBER	4	15	10	26	32	32	43	58	98
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	49650	52750	55650	58200	60250	61700	62550	60750
UPPER QUARTILE	40500	43150	45600	47750	49500	50700	51350	51300	49050
MEDIAN	35800	37950	39850	41400	42500	43200	43400	43050	41150
LOWER QUARTILE	32250	33900	35250	36250	37000	37350	37500	37350	36650
LOWER DECILE	30350	31500	32200	32600	32850	33000	33050	33100	33100
MEAN	37050	39350	41400	43200	44650	45600	46050	45850	43750
TOTAL NUMBER	233	258	220	163	166	117	120	232	157
OVER $83000	0	0	0	0	2	3	2	7	2
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮ Upper Decile
— — — — — Upper Quartile
━━━━━━ Median
— — — — — Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

SOUTH ATLANTIC



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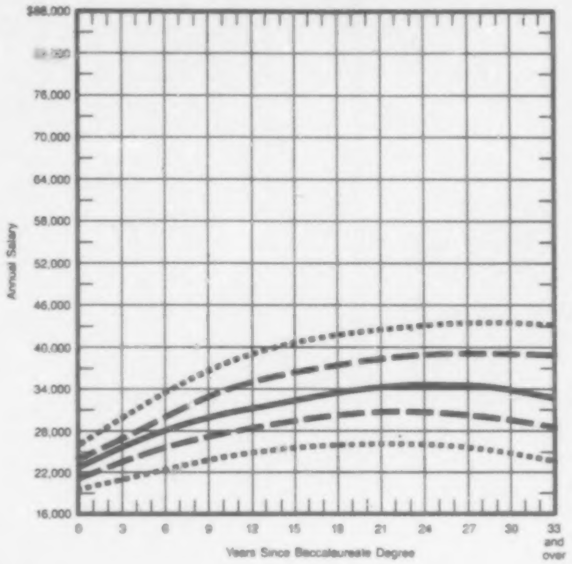


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	37250	38200	39200	40200	41200	42250	43300	44350
UPPER QUARTILE	0	32300	33200	34100	35000	35900	36850	37750	38650
MEDIAN	0	28750	29550	30350	31150	31950	32750	33500	34300
LOWER QUARTILE	0	26200	26950	27650	28350	29050	29700	30350	31000
LOWER DECILE	0	22500	23750	24950	26000	26950	27850	28600	29250
MEAN	0	29850	30650	31450	32250	33050	33850	34650	35450
TOTAL NUMBER	4	15	10	26	32	32	43	58	98
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46450	49650	52750	55650	58200	60250	61700	62550	60750
UPPER QUARTILE	40500	43150	45600	47750	49500	50700	51350	51300	49050
MEDIAN	35800	37950	39850	41400	42500	43200	43400	43050	41150
LOWER QUARTILE	32250	33900	35250	36250	37000	37350	37500	37350	36650
LOWER DECILE	30350	31500	32200	32600	32850	33000	33050	33100	33100
MEAN	37050	39350	41400	43200	44650	45600	46050	45850	43750
TOTAL NUMBER	233	258	220	163	166	117	120	232	157
OVER $83000	0	0	0	0	2	3	2	7	2
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

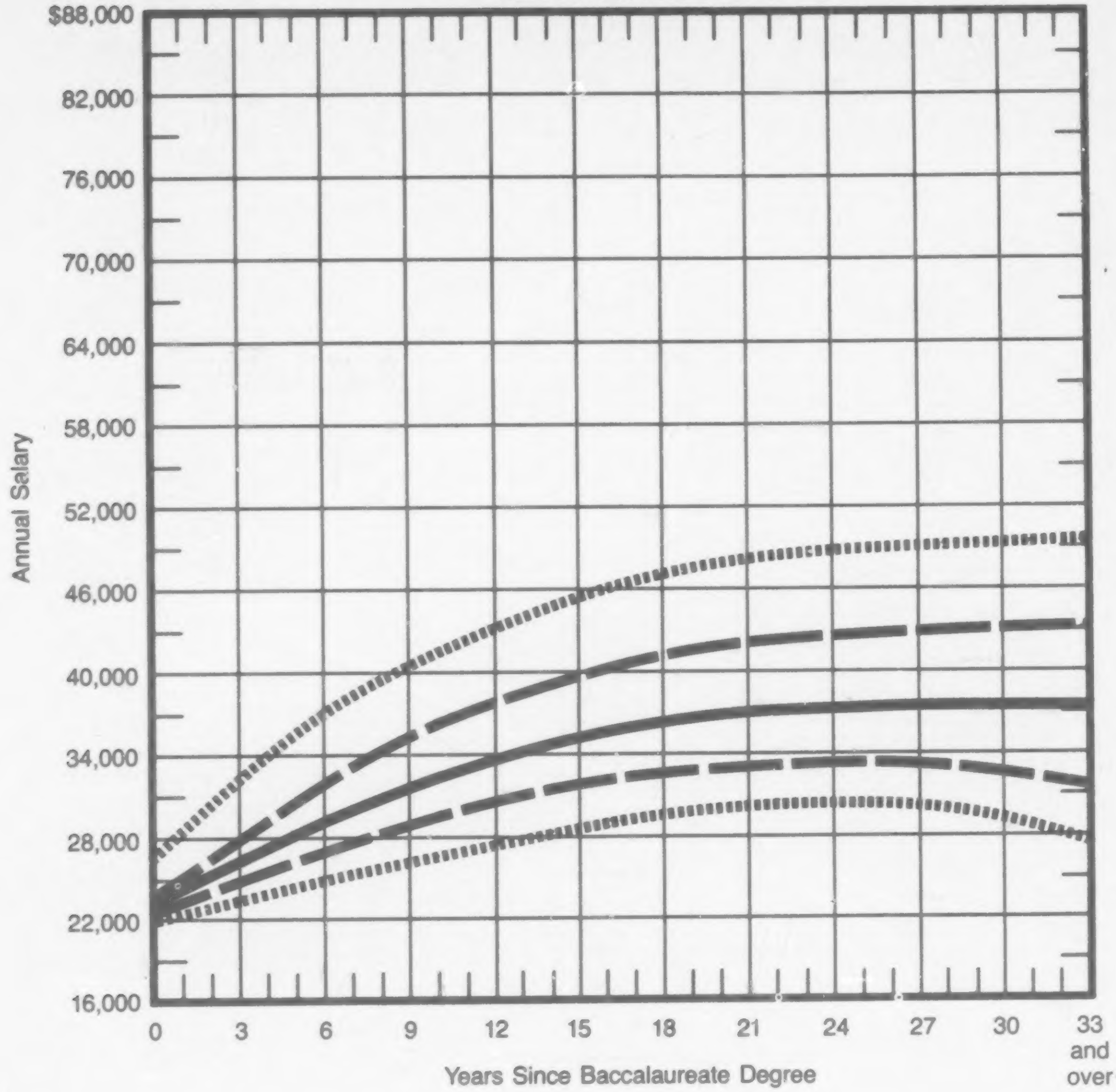
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	26100	27500	28850	30200	31550	32850	34050	35250	36350
UPPER QUARTILE	24550	25650	26750	27850	28950	30000	31000	32000	32900
MEDIAN	23050	23950	24900	25800	26650	27500	28300	29050	29800
LOWER QUARTILE	21850	22600	23350	24050	24700	25350	26000	26550	27100
LOWER DECILE	20950	21600	22200	22750	23300	23800	24300	24750	25150
MEAN	23300	24250	25200	26150	27050	27950	28750	29550	30300
TOTAL NUMBER	366	377	329	281	228	179	157	145	141
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	1	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	38350	40700	42250	43200	43650	43750	43700	43550	43350
UPPER QUARTILE	34650	36700	38200	39100	39500	39600	39450	39100	38650
MEDIAN	31050	32500	33500	34050	34250	34250	34100	33850	33550
LOWER QUARTILE	28050	29100	29750	30000	30000	29600	29450	28950	28300
LOWER DECILE	25600	26450	26750	26750	26550	26200	25800	25250	24600
MEAN	31650	33200	34200	34750	34900	34850	34600	34250	33750
TOTAL NUMBER	354	264	190	146	133	103	81	130	114
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

•••••••••	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
•••••••••	Lower Decile

EAST SOUTH CENTRAL
ALL ENGINEERS



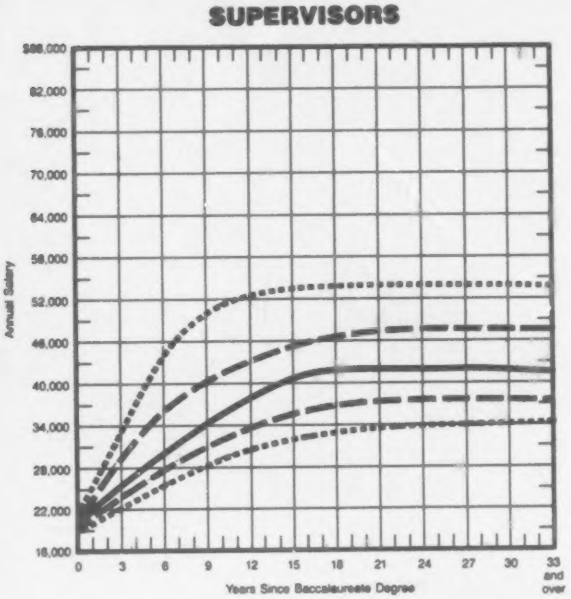
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27700	29600	31400	33200	34900	36500	38000	39400	40650
UPPER QUARTILE	24900	26500	28100	29650	31150	32550	33850	35050	36100
MEDIAN	23800	24950	26100	27250	28300	29350	30300	31200	32050
LOWER QUARTILE	23200	23950	24700	25450	26150	26850	27550	28200	28850
LOWER DECILE	22350	22900	23450	23950	24500	25000	25500	26000	26500
MEAN	24400	25650	26850	28000	29150	30200	31200	32150	33000
TOTAL NUMBER	144	162	168	146	152	138	118	161	102
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

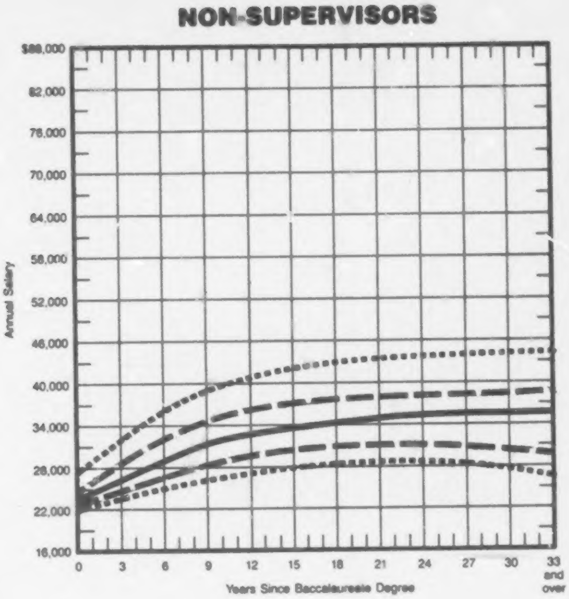
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42850	45350	47000	48050	48700	49100	49300	49450	49500
UPPER QUARTILE	37950	40000	41350	42150	42650	42900	43100	43200	43200
MEDIAN	33500	35200	36300	36950	37350	37500	37550	37550	37550
LOWER QUARTILE	30050	31550	32650	33350	33700	33700	33450	32950	31900
LOWER DECILE	27400	28600	29500	30150	30500	30500	30250	29550	27700
MEAN	34500	36250	37400	38050	38450	38650	38700	38750	38750
TOTAL NUMBER	344	358	312	256	264	218	198	375	452
OVER $83000	0	0	0	0	1	0	0	1	2
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪▪▪	Upper Decile
— — — — —	Upper Quartile
━━━━━━	Median
– – – – –	Lower Quartile
▪▪▪▪▪▪▪▪▪▪	Lower Decile

EAST SOUTH CENTRAL


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	21150	26150	31250	0	0	43550	46250	48400	50000
UPPER QUARTILE	21250	24200	27100	0	0	35050	37200	39100	40750
MEDIAN	20050	22300	24550	0	0	30700	32450	34000	35400
LOWER QUARTILE	19850	21500	23100	0	0	27700	29100	30350	31500
LOWER DECILE	19600	21000	22150	0	0	25600	26700	27750	28700
MEAN	20800	23200	25600	0	0	32000	33600	35400	36750
TOTAL NUMBER	5	5	6	4	1	10	13	15	19
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	52050	53500	54100	54300	54350	54400	54400	54400	54400
UPPER QUARTILE	43250	45650	46900	47550	47850	48000	48050	48100	48100
MEDIAN	37600	39750	41000	41700	42050	42250	42350	42400	42400
LOWER QUARTILE	33450	35500	36700	37350	37650	37800	37900	37950	37950
LOWER DECILE	30400	32400	33700	34400	34700	34700	34600	34400	34250
MEAN	39000	41200	42450	43150	43500	43700	43750	43800	43800
TOTAL NUMBER	78	113	99	94	82	70	73	149	143
OVER $83000	0	0	0	0	1	0	0	1	2
UNDER $16000	0	0	0	0	0	0	0	0	0

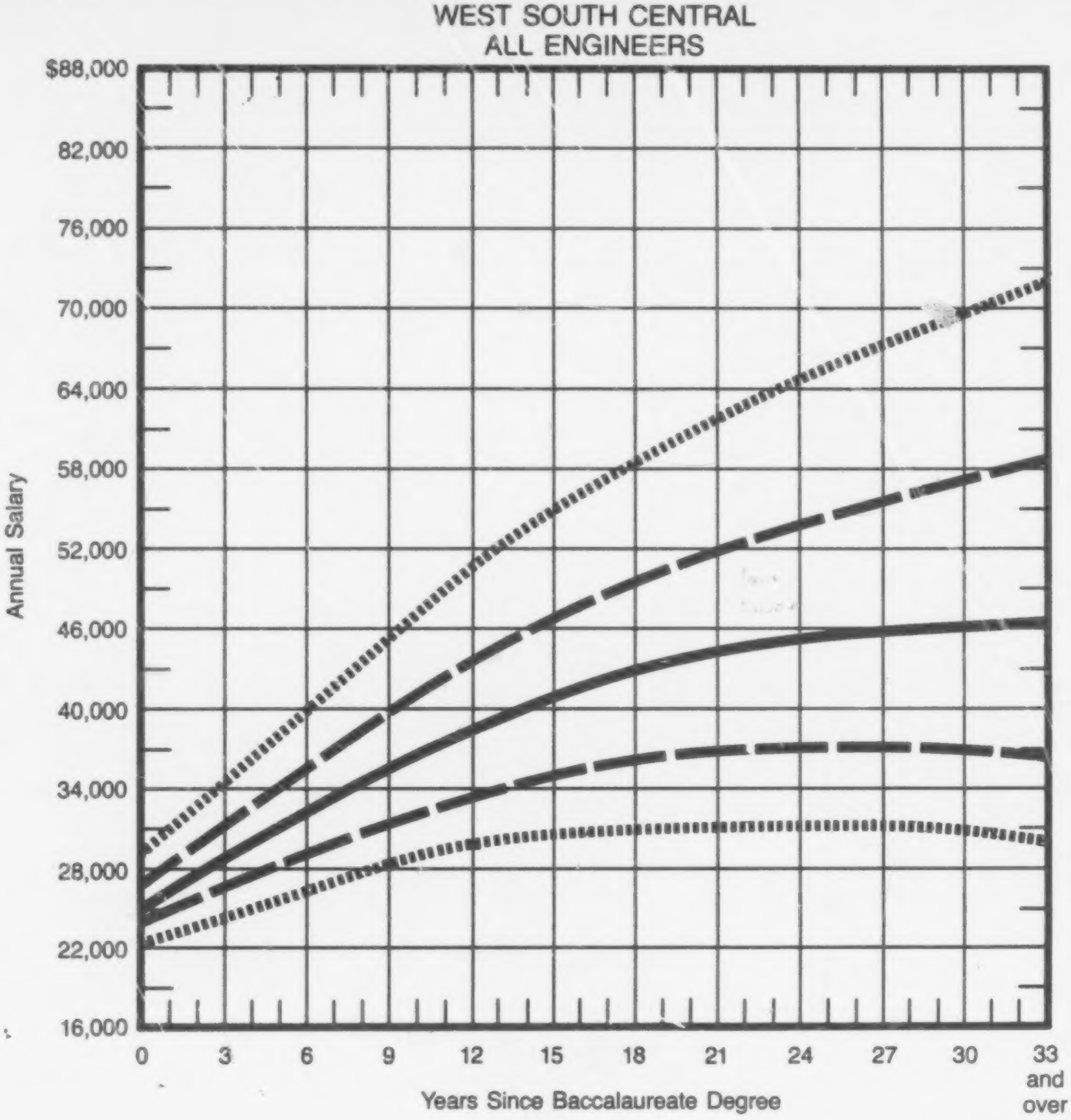
NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27750	29600	31350	33000	34550	35950	37200	38350	39350
UPPER QUARTILE	25600	26600	28100	29550	30400	32100	33250	34200	35100
MEDIAN	23650	25050	26150	27250	28250	29150	30000	30800	31450
LOWER QUARTILE	23450	24100	24800	25450	26100	26750	27350	27450	28500
LOWER DECILE	22650	23150	23650	24100	24550	25000	25450	25850	26250
MEAN	24550	25750	26900	27950	28950	29900	30750	31500	32200
TOTAL NUMBER	139	157	162	142	151	128	105	146	83
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	40950	42500	43400	43850	44100	44250	44300	44350	44350
UPPER QUARTILE	36500	37900	38750	39200	39400	39500	39600	39600	39600
MEDIAN	32600	33800	34550	34900	35100	35200	35200	35200	35200
LOWER QUARTILE	29500	30700	31550	32000	32150	32050	31700	31100	30050
LOWER DECILE	27000	27500	28550	28950	29100	29000	28700	28100	26700
MEAN	33350	34550	35250	35600	35750	35800	35800	35800	35750
TOTAL NUMBER	266	245	213	162	182	148	125	226	309
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪ Lower Decile



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30250	31750	33250	34600	36350	37950	39550	41200	42800
UPPER QUARTILE	27500	28800	30150	31500	32850	34200	35600	36950	38300
MEDIAN	25200	26400	27650	28650	30000	31700	32300	33400	34500
LOWER QUARTILE	24100	24950	25850	26750	27600	28450	29300	30150	30900
LOWER DECILE	22850	23550	24250	24900	25550	26200	26850	27450	28050
MEAN	25900	27050	28250	29450	30650	31600	32950	34100	35200
TOTAL NUMBER	706	935	794	639	482	456	440	372	398
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	1	0	0	0

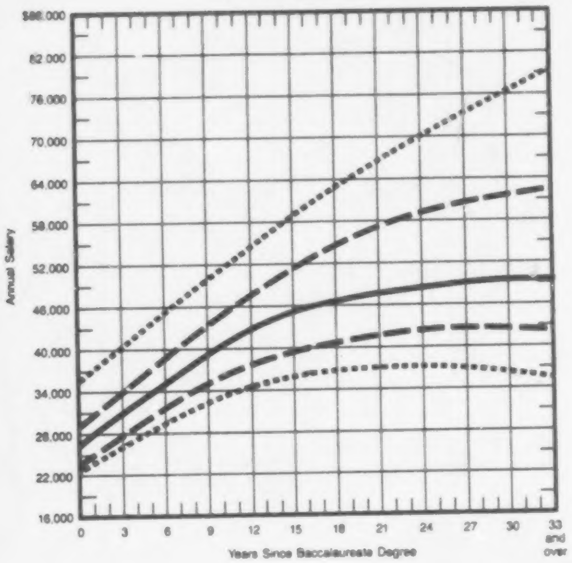
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	46650	50850	55400	59550	63150	66150	68600	70900	72750
UPPER QUARTILE	40950	44650	48000	50900	53350	55250	56750	58050	59050
MEDIAN	36450	39050	41150	42800	44050	44950	45600	46100	46400
LOWER QUARTILE	32400	34300	35750	36800	37400	37650	37650	37400	36850
LOWER DECILE	29200	30650	31750	32450	32600	32750	32450	31750	30200
MEAN	37300	40150	42600	44600	46150	47350	48250	49000	49500
TOTAL NUMBER	928	757	602	470	464	210	280	466	434
OVER $83000	0	0	0	5	2	5	10	22	25
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

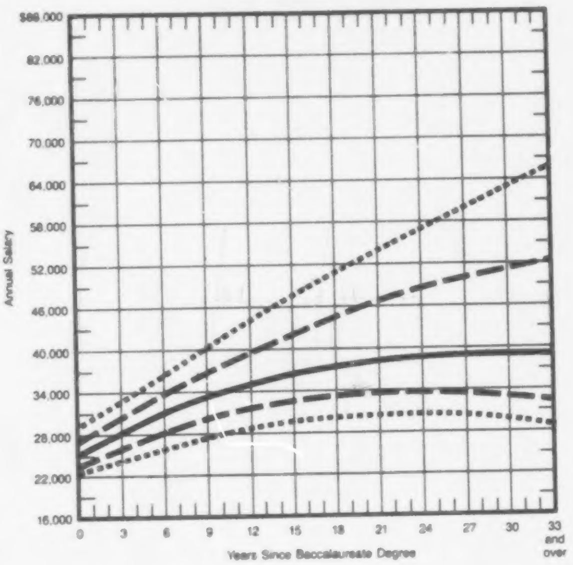
▮▮▮▮▮▮▮▮ Upper Decile
— — — — Upper Quartile
━━━━━ Median
– – – – Lower Quartile
▮▮▮▮▮▮▮▮ Lower Decile

WEST SOUTH CENTRAL

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	35450	36900	38350	39650	41400	42950	44500	46050	47650
UPPER QUARTILE	29350	31000	32650	34300	36000	37650	39300	40900	42500
MEDIAN	26150	27900	29650	31350	33000	34550	36100	37500	38650
LOWER QUARTILE	24100	25950	27750	29450	31050	32500	33850	35050	36100
LOWER DECILE	24200	25450	26700	27900	29050	30200	31250	32250	33200
MEAN	27700	29300	30900	32500	34050	35550	37000	38450	39800
TOTAL NUMBER	26	26	28	37	47	71	85	77	92
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50850	55550	60150	64450	68350	71600	74650	77550	80150
UPPER QUARTILE	45550	49650	53200	56050	58250	59900	61100	62000	62550
MEDIAN	41250	44100	46150	47600	48550	49150	49550	49750	49850
LOWER QUARTILE	37900	39750	40950	41650	42050	42300	42400	42450	42450
LOWER DECILE	34600	36550	37550	37400	37800	37500	37050	36500	35900
MEAN	42250	45450	47900	49750	51100	52000	52600	53000	53200
TOTAL NUMBER	310	312	284	219	226	104	140	243	236
OVER $63000	0	0	0	5	2	4	8	17	20
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

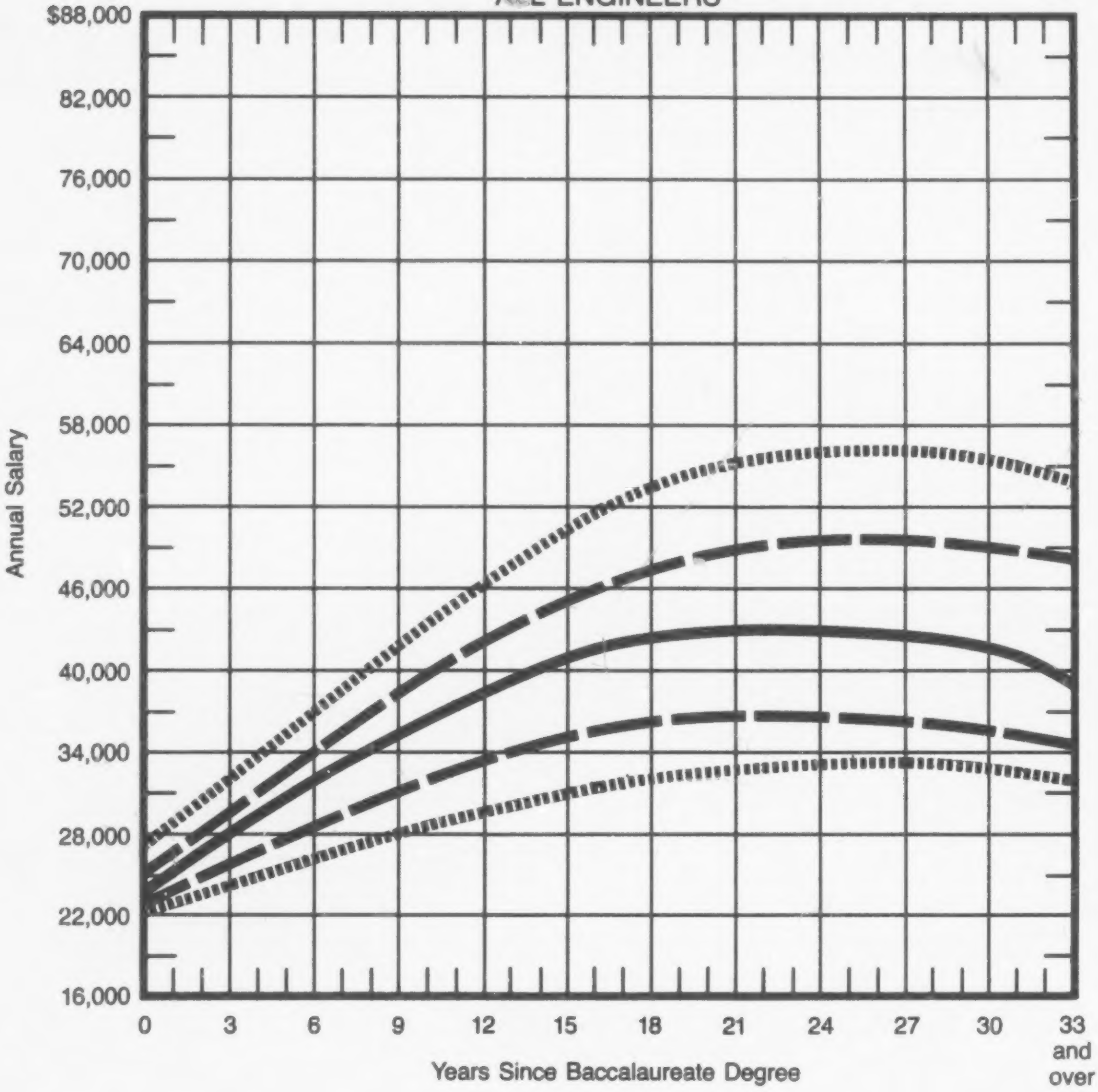
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	30500	31650	32800	34000	35200	36400	37650	38900	40100
UPPER QUARTILE	27750	28800	29900	30950	32050	33100	34200	35250	36300
MEDIAN	25250	26400	27500	28600	29600	30550	31500	32350	33100
LOWER QUARTILE	24200	25000	25750	26500	27250	27950	28650	29300	29900
LOWER DECILE	22900	23550	24150	24750	25300	25850	26400	26900	27350
MEAN	26650	27050	28050	29050	30000	30950	31850	32750	33600
TOTAL NUMBER	680	909	766	602	435	385	355	295	306
OVER $63000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	1	0	1	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42600	46300	49900	53250	56300	59000	61300	63700	66050
UPPER QUARTILE	38300	41150	43750	46000	47850	49400	50600	51750	52650
MEDIAN	34500	36200	37450	38350	38950	39350	39550	39750	39800
LOWER QUARTILE	31050	32400	33300	33900	34100	34050	33850	33450	32750
LOWER DECILE	28200	29150	29800	30150	30200	30050	29800	29300	28550
MEAN	35200	37300	39100	40500	41600	42450	43050	43550	43900
TOTAL NUMBER	618	485	318	251	238	106	140	223	198
OVER $63000	0	0	0	0	0	1	2	5	5
UNDER $16000	0	0	0	0	0	0	0	0	1

LEGEND

•••••••••	Upper Decile
— — —	Upper Quartile
━━━━	Median
— — —	Lower Quartile
•••••••••	Lower Decile

MOUNTAIN STATES
ALL ENGINEERS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27350	28850	30450	32050	33700	35400	37100	38800	40500
UPPER QUARTILE	25700	27100	28500	29950	31400	32700	34350	35850	37300
MEDIAN	24400	25600	26850	28050	29300	30600	31800	33050	34250
LOWER QUARTILE	23550	24500	25550	26550	27550	28500	29500	30450	31350
LOWER DECILE	23100	23800	24500	25200	25900	26600	27250	27900	28500
MEAN	24850	26050	27250	28450	29650	30850	32100	33300	34450
TOTAL NUMBER	83	147	181	171	122	102	104	104	102
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

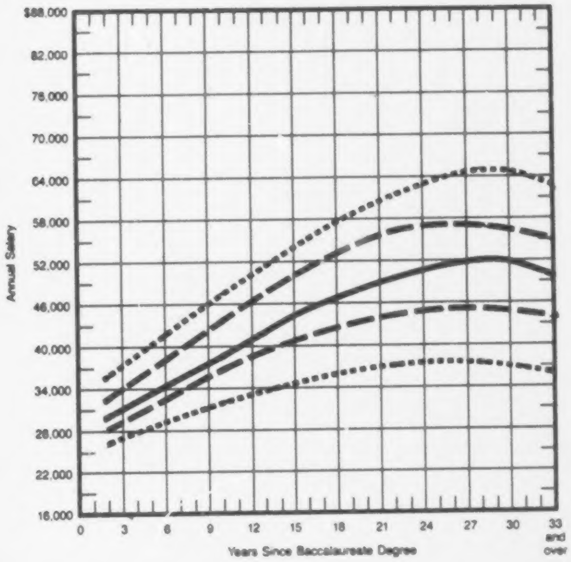
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	43600	48400	52150	54850	56400	56950	56700	55700	53800
UPPER QUARTILE	40050	43750	46700	48700	49800	50150	49950	49250	48000
MEDIAN	36550	39500	41650	43000	43450	43250	42600	41300	39200
LOWER QUARTILE	33050	35150	36700	37600	37900	37700	37200	36300	34800
LOWER DECILE	29650	31150	32300	33050	33500	33650	33500	33150	32300
MEAN	36750	39700	42050	43650	44450	44550	44200	43250	41550
TOTAL NUMBER	294	250	250	228	290	212	172	231	175
OVER $83000	0	0	1	0	0	1	1	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

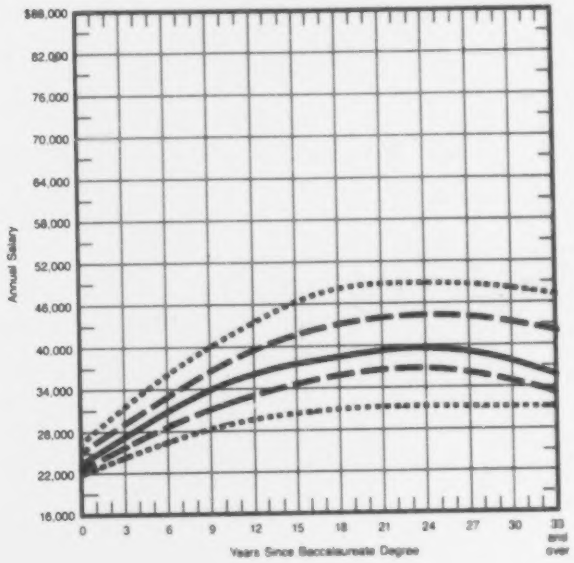
▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — — —	**Upper Quartile**
▬▬▬▬▬	**Median**
— — — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

MOUNTAIN STATES

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	35850	37350	38900	40450	42050	43700	45300
UPPER QUARTILE	0	0	32650	34100	35600	37150	38650	40200	41750
MEDIAN	0	0	30300	31400	32600	33750	35000	36200	37400
LOWER QUARTILE	0	0	28550	29500	30500	31500	32500	33500	34500
LOWER DECILE	0	0	26850	27450	29000	29450	30900	31750	32550
MEAN	0	0	30900	32100	33250	34500	35700	36900	38100
TOTAL NUMBER	0	1	5	5	8	7	5	12	10
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	45600	53350	57650	61250	63850	65350	65750	64950	61650
UPPER QUARTILE	44750	49000	52600	55350	57100	57850	57850	57000	54700
MEDIAN	39650	43400	46650	49350	51350	52550	52950	52300	49450
LOWER QUARTILE	36400	39000	41300	43100	44350	45100	45350	45100	43950
LOWER DECILE	33950	35450	36400	36900	37100	37150	37100	37000	36900
MEAN	40550	43950	46950	49400	51150	52100	52350	51750	49450
TOTAL NUMBER	61	76	101	82	115	66	56	65	62
OVER $83000	0	0	1	0	0	1	1	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

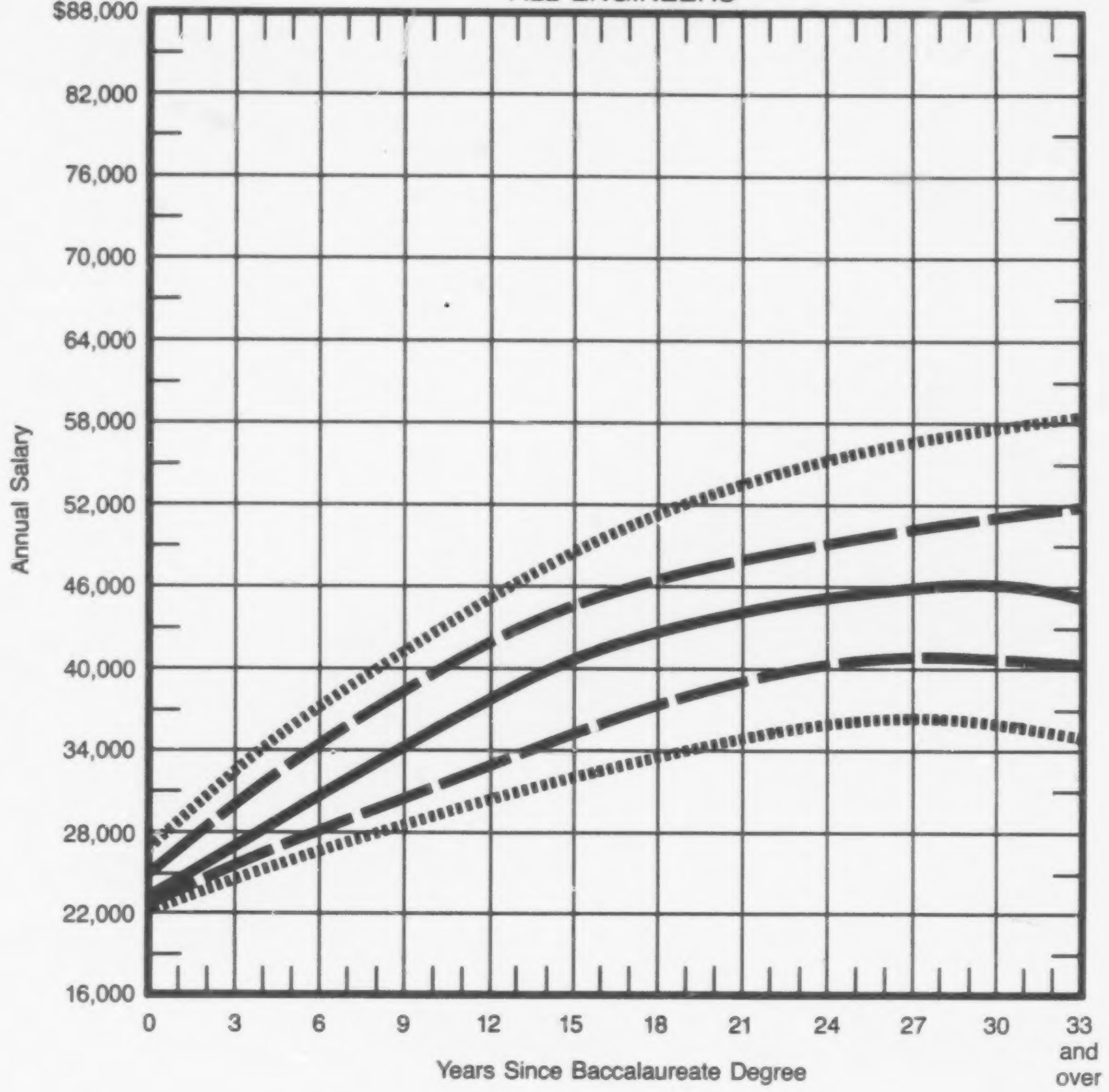
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27250	28800	30350	31650	33400	34950	36450	37850	39250
UPPER QUARTILE	25750	27050	28450	29600	31200	32550	33900	35200	36500
MEDIAN	24450	25600	26800	28000	29150	30350	31500	32600	33700
LOWER QUARTILE	23700	24600	25550	26500	27400	28300	29200	30050	30850
LOWER DECILE	22750	23700	24550	25350	26100	26800	27400	27950	28450
MEAN	24850	26000	27150	28300	29450	30600	31700	32750	33750
TOTAL NUMBER	83	146	176	166	114	95	99	92	92
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	41800	44900	47000	48250	48700	48650	48300	47700	46950
UPPER QUARTILE	38650	41750	43750	44850	45150	44850	44150	43050	41500
MEDIAN	35700	38100	39800	40650	40800	40450	39750	38600	36950
LOWER QUARTILE	32350	34250	35550	36350	36600	36450	36000	35200	33850
LOWER DECILE	29300	30200	30800	31200	31450	31600	31700	31750	31750
MEAN	35650	37900	39500	40350	40650	40450	40000	39200	38100
TOTAL NUMBER	233	174	149	146	175	146	116	166	113
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

- ▮▮▮▮▮▮▮▮▮ Upper Decile
- — — — Upper Quartile
- ▬▬▬ Median
- — — — Lower Quartile
- ▮▮▮▮▮▮▮▮▮ Lower Decile

PACIFIC COAST
ALL ENGINEERS



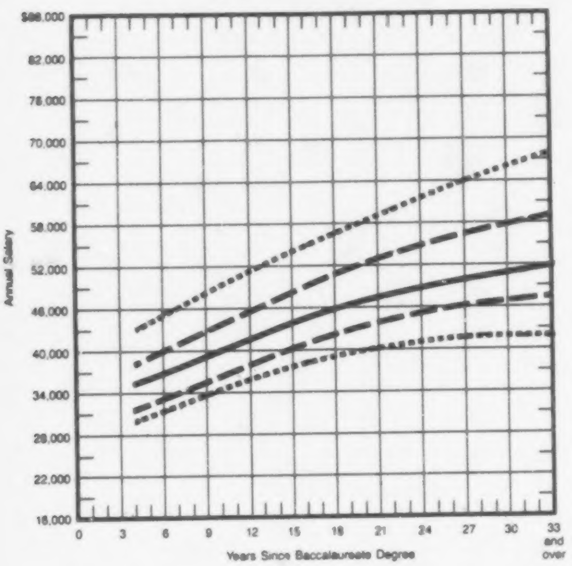
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27350	29050	30800	32550	34300	36050	37750	39400	41000
UPPER QUARTILE	25800	27250	28700	30150	31650	33100	34600	36000	37400
MEDIAN	24600	25750	26900	28050	29250	30450	31650	32800	33950
LOWER QUARTILE	23250	24150	25100	26000	26950	27950	28900	29850	30750
LOWER DECILE	22350	23050	23750	24500	25250	25950	26700	27450	28150
MEAN	24800	26000	27200	28400	29600	30800	32000	33200	34400
TOTAL NUMBER	164	201	208	222	206	202	194	276	235
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

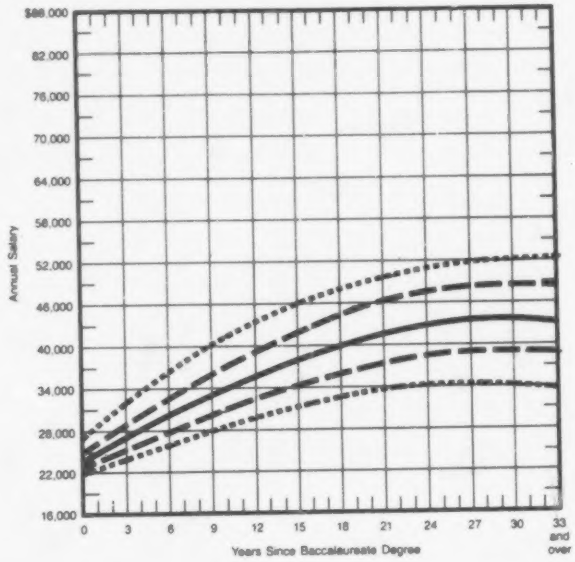
YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	44000	48000	51250	53750	55600	56900	57700	58350	58600
UPPER QUARTILE	40100	43600	46400	48500	49950	50900	51400	51750	51900
MEDIAN	36200	39200	41750	43650	45000	45750	46100	46150	45750
LOWER QUARTILE	32600	35100	37300	39000	40150	40850	41100	40950	40100
LOWER DECILE	29600	31600	33300	34700	35700	36250	36400	36000	34450
MEAN	36650	39650	42200	44100	45450	46300	46700	46850	46700
TOTAL NUMBER	683	726	803	857	898	711	554	743	717
OVER $83000	0	0	0	0	2	4	1	2	7
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

▮▮▮▮▮▮▮▮▮▮	**Upper Decile**
— — — —	**Upper Quartile**
━━━━━━	**Median**
— — — —	**Lower Quartile**
▮▮▮▮▮▮▮▮▮▮	**Lower Decile**

PACIFIC COAST


SUPERVISORS


NON-SUPERVISORS

SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	44100	45100	46150	47200	48200
UPPER QUARTILE	0	0	0	0	38550	39750	40950	42150	43300
MEDIAN	0	0	0	0	35550	36650	37700	38750	39750
LOWER QUARTILE	0	0	0	0	32250	33300	34350	35350	36350
LOWER DECILE	0	0	0	0	30400	31250	32050	32850	33650
MEAN	0	0	0	0	35950	37100	38200	39250	40300
TOTAL NUMBER	0	1	3	4	7	10	10	22	34
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	50250	53200	56000	58600	60950	63000	64800	66700	68750
UPPER QUARTILE	45500	48500	51050	53200	54900	56250	57200	58100	58800
MEDIAN	41650	44250	46400	48150	49500	50500	51200	51850	52300
LOWER QUARTILE	38200	40650	42650	44250	45400	46200	46700	47100	47350
LOWER DECILE	35200	37250	39000	40400	41400	42100	42450	42500	42150
MEAN	42300	45000	47250	49150	50600	51700	52550	53250	53800
TOTAL NUMBER	108	186	257	269	306	247	194	273	211
OVER $83000	0	0	0	0	2	4	1	2	7
UNDER $16000	0	0	0	0	0	0	0	0	0

NON-SUPERVISORS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	27400	29000	30650	32250	33850	35400	36900	38300	39700
UPPER QUARTILE	25700	27150	28650	30050	31500	32850	34150	35450	36650
MEDIAN	24600	25750	26850	27950	29100	30200	31300	32350	33400
LOWER QUARTILE	23350	24200	25100	25950	26850	27700	28550	29400	30250
LOWER DECILE	22400	23100	23800	24450	25150	25850	26500	27150	27800
MEAN	24950	26000	27100	28200	29250	30350	31400	32450	33500
TOTAL NUMBER	164	200	205	218	199	192	184	254	201
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	1	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-32	33+
UPPER DECILE	42200	45350	47800	49650	50900	51750	52250	52550	52700
UPPER QUARTILE	38900	41700	43900	45550	46650	47400	47850	48200	48300
MEDIAN	35350	37900	40000	41500	42550	43200	43500	43650	43600
LOWER QUARTILE	31900	34100	35950	37400	38400	38950	39150	39000	38250
LOWER DECILE	29100	30800	32250	33350	34150	34550	34650	34400	33350
MEAN	35400	38050	40150	41700	42750	43400	43650	43600	43250
TOTAL NUMBER	575	540	546	588	592	464	360	470	506
OVER $83000	0	0	0	0	0	0	0	0	0
UNDER $16000	0	0	0	0	0	0	0	0	0

LEGEND

········ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
········ Lower Decile

APPENDIX

PARTICIPATING EMPLOYERS

Aerospace

Aeronco, Inc.
Atlantic Research Corp.
Avco Corp.—Lycoming Div.
Bendix Corp.—Test Systems Div.
Bendix Inst. & Life Support Div.
Brunswick Corp.
Clifton Precision Litton Systems, Inc.
Dynamic Controls
Fairchild Republic
Gates Learjet Corp.
Gulton Industries
Helix Technology Corp.
Honeywell Electro-optics
ITT Corp.—Avionics Div.
Kaiser Aerospace & Electronics
Kaman Aerospace Corp.
Northrop Corp.
Pan Am World Airways
Prototype Dev. Association
Rocket Research Co.
Teledyne Brown Engineering

Automotive & Railroad Equipment

Auto Control System
Mack Trucks, Inc.
Vovlo White Corp.

Business, Trade Publishing

Allendale Mutual Insurance Co.
Arkwright Boston Insurance
Booz Allen & Hamilton
Carlson Co.
Jewel Companies, Inc.
Northern States Power Co.
Portland Cement Association
System Development
Welding Design & Fabrication

Ceramic Products

Ash Grove Cement Co.
Brockway Glass Co.
Medusa Corp.
Owens-Corning Fiberglas

Chemical

Amchem Products, Inc.
American Hoechst Corp.
Desoto, Inc.
Dow Corning Corp.
EB Industries, Inc.
Economics Lab, Inc.
E.I. du Pont de Nemours Co.
El Paso Products Co.
Eli Lilly & Co.
Engelhard Chemicals Corp.—Min. & Chem. Div.
Ethyl Corp.
Ferro Corp.
Goodyear Atomic Corp.
Lord Corp.
Mississippi Chemical Corp.
Nalco Chemical Co.
National Lead Co.
Ortho Diagnostic Systems, Inc.
Presto Prod., Inc.
Quaker Chemical Corp.
Revlon, Inc.
Rilsan Industrial
Rockwell Hanford
Schering Plough Corp.
Stauffer Chemical Co.
Sweetheart Plastics
Thiokol Corp.—Specialty Chem. Div.
UNC Nuclear Industries
Union Carbide Corp.

Communication Services

Bell Telephone Laboratories
Continental Page Engineers, Inc.
General Telephone Co., Midwest
General Telephone Co. of Indiana, Inc.
New York Telephone Co.
RCA American Communications, Inc.

Construction

Al Johnson Construction
BMW Constructors
Chicago Bridge & Iron Co.
High Voltage Systems
Joy Manufacturing Co.
Midrex Corp.
MKEBX Construction Co.
Northwest Electric
Pendleton Construction Corp.
Peter Kiewit & Sons, Inc.
Rust International Corp.
Schnabel Foundation
Wismer & Becker Contracting Engineers
W.M. Lyles Co.

Consultants, Engrg. & Architectural

Abam Engineers, Inc.
Arinc Research Corp.
Bank Building Corp.
Benedict, Bowman, Craig & Moos
Briley Wild & Assoc.
Burgess & Niple, Ltd.
Burns & McDonnell
Burns & Roe, Inc.
Camp Dresser & McKee
Capitol Engineering
C.E. Williams & Assoc.
CH2M-Hill, Inc.
Computer Science Corp. Systems Div.
Conkey & Associates
C.R. Velzy Assoc., Inc.
Dailey & Associates
Daniel, Mann, Johnson & Mendenhall
Dappolonia Consulting Engineers
Edward C. Jordan Co.
Edwards & Kelcey, Inc.
Ganrett, Fleming, Corddry & Carpenter
Goodking & Odea, Inc.
Greeley & Hansen

Hardesty & Hanover
Harza Engineering Co.
Howard, Needles, Tammen & Bergendoff
Kennedy/Jenks Engineers
Leroy Crandall Assoc.
Mechanical Technology, Inc.
Morris Knowles, Inc.
Parsons, Brinckerhoff, Quade & Douglas, Inc.
Peabody Process Systems International
Richardson Gordon & Assoc.
Ruth & Going, Inc.
Sargent & Lundy
Schaffer, Johnston, Lichtenwalter & Assoc.
Stanley Consultants, Inc.
Telcom, Inc.
Tippetts, Abbett, McCarthy, Stratton
Turner, Collie & Braden, Inc.
URS John Blume Assoc.
Van Zelm, Heywood & Shadford, Inc.
Wallace, Holland, Kastler, Schmitz Co.
Warren & Van Praag
Wiley & Ham

Electric Utilities

Allegheny Power Service Corp.
American Electric Power Service Corp.
Appalachian Power Co.
Arkansas Power & Light Co.
BUA Service Corp.
Carolina Power & Light Co.
Central Hudson Gas & Electric Corp.
Commonwealth Edison
Dairyland Power Co-op.
Detroit Edison Co.
Electric Power Board of Chattanooga
General Public Utilities
GPU Service Corp.
Grant County Public Utility Dist. #2
Gulf Power Co.
Indianapolis Power & Light
Iowa Illinois Gas & Electric
Iowa Power Co.
Kansas City Power & Light Co.
Louisiana Power & Light
Louisville Gas & Electric Co.
Minnesota Power & Light Co.
Mississippi Power Co.
Montana Power Co.
Nebraska Public Power Dist.
New Orleans Public Service
New York State Electric & Gas Corp.
North Jersey District Water Supply Comm.
Ohio Power Co.
Omaha Public Power Dist.
Orange & Rockland Utilities, Inc.
Pennsylvania Power & Light Co.
Philadelphia Electric Co.
Public Service Co. of New Hampshire
Public Service of Oklahoma
St. Joseph Light & Power
Savannah Electric & Power
Sierra Pacific Power
Tampa Electric Co.
Texas Electric Service Co.
Texas Utilities Services, Inc.
Tri-State Generation Assoc.
Union Electric Co.
Virginia Electric & Power Co.
Washington Public Power Supply System
Washington Water Power Co.
West Pennsylvania Power
Wisconsin Electric Power

Electrical Machinery & Equipment

Bodine Electric Co.
Boston Insulated Wire & Cable Co.
Copeland Corp.
Emerson Electric Co.—Micro Devices Div.
Hobart Corp.
Hoover Co.
Ionics, Inc.
Leybold-Heraeus Vacuum Sys., Inc.
Maytag Co.
Milwaukee Electric Tools
Preformed Line Products Co.
S&C Electric Co.
Whirlpool Corp.

Electronic Equipment

Adac Labs
Allen-Bradley Co.
Alpha Industries
American Electronic Labs
American Signal & Indicator Corp.
Ampex Corp.
Automatic Switch Co.
Bendix Avionics Div.
B.F. Johnson Co.
Buckbee Mears Co.
Burroughs Corp.
Cessna Aircraft Co.
Control Data Corp.
Cubic Corp.
Damon Corp.
Datapoint Corp.
Eberline Instrument Corp.
Electro Corp.
Electrolert, Inc.
Emerson Electric Co.
Evans & Sutherland Computer Corp.
Formation, Inc.
General Electric
Getty's Mfg. Co., Inc.
GTE Sylvania
Gulf & Western Ind.
Harris Corp.
Heath Co./Zenith Data Systems
High Voltage Engineering Co.
HRB Singer Co.
Hydro Products
Itek Graphic Products
Johnson Controls
Kollmorgen Corp.
LFE Corp.
Litton Systems, Inc.
Lockheed Electronics
Louis Allis-Litton
Luton Electronics
Microwave Semiconductor Corp.
Modular Power Systems, Inc.
Nicolet Scientific Corp.
North American Philips Lighting Co.
Nuclear Data, Inc.
Pako Corp.
Perkin-Elmer Corp.
Proc Computer Systems, Inc.
Pyrotronics

Revere Corp. of America
Rockwell Intl, CCSD
Rogers Corp.
Sangamo Weston
Sperry Flight Systems
Sperry Rand Corp.
Sybron-Taylor Instrument Co.
Texas Instruments
TRW Controls Corp.
Veeco Instrument Co.
Western Electric

Engineering Services, Other

Core Laboratories, Inc.
Dresser Engineering Co.
Fairbrother & Gunther Co.
Halcon SD Group, Inc.
Ralston Purina Co.
Underwriters Labs, Inc.

Food Products

Cadbury Schweppes
Coca-Cola Co.
Friendly Ice Cream
Hershey Foods Corp.
Joseph Schlitz Brewing Co.
Miller Brewing Co.
Pearl Brewing Co.
Peter Eckrich & Sons, Inc.

Gas Utilities & Pipelines

Algonquin Gas Transmission Co.
City Public Service
Colorado Interstate Gas Co.
Columbia Gas Transmission Corp.
Internorth
Lone Star Gas Co.
Niagara Mohawk Power
Panhandle Eastern Pipeline Co.
South Carolina Electric & Gas
Southern Natural Gas Co.
Southern Union Gas Co.
Texas Gas Trans. Corp.
United Gas Pipeline

Instruments

Bailey Meter Corp.
Bulova Watch Co., Inc.
CAI Division of Recon-Optical, Inc.
Cordis Dow Corp.
Extracorporeal Med. Specialties
Kollmorgen Corp.
Reuter Stokes, Inc.
Teledyne Avionics
Waters Associates

Lumber & Wood Products

Mead Corp.
Potlatch Corp.

Machinery

Allis-Chalmers Corp.
Artisan Industries
Bird Machine Co., Inc.
Buffalo Forge Co.
Cooper Industries, Inc.
Deere & Co.
Envirex
Gardner-Denver Cooper Industries
Gast Manufacturing Corp.
Gehl Corp.
Goulds Pumps, Inc.
Houdailles Viking Div.
Hyster Co.
Koppers Co., Inc.
Marion Power Shovel Co., Inc.
Markem Corp.
Oilgear Co.
Pellerin Milnor Corp.
Raymond Corp.
Rexnord Bearing Div.
Roger Pump Co.
Schramm, Inc.
Solar Turbines Intl.
Timken Co.
Vermeer Mfg. Co
Ward Machinery Co.
Waterous Co.
Weber Marking Systems

Metal Products, Fabricated

Abex Denison Div.
Acco Industries
Acme Cleveland Corp.
American Motors Corp.
Amp, Inc.
Ansul Co.
Babcock & Wilcox Co.
Baltimore Aircoil Co., Inc.
Brown Minneapolis Tank
Brunswick Corp.
Butler Mfg. Co.
Cargocaire Engineering Corp.
Colt Industries—Automotive Products
Combustion Engineering, Inc.
Cornelius Co.
Crane USA
Despatch Industries
Donaldson Co., Inc.
Duo-Fast Corp.
Ecolair, Inc.
Fafnir Bearing Div. of Textron
Gould, Inc.
H. H. Robertson Co.
Harsco Patent Scaffold Div.
Jacuzzi Brothers, Inc.
Lakeside Bridge & Steel Co.
Lilliston Corp.
Mitchell Engineering Co.
Nooter Corp.
NRC, Inc.
Packer Hannifin Corp.
Phelps Dodge Industries
Phelps Dodge Magnet Wire Co.
Plastoid Corp.
Rapistan—Div. Lear Siegler, Inc.
Rexnord, Inc.
Schwinn Bicycle Co.
Sheller Globe Corp.
Standard Steel Div-TMCA
Stewart Warner Corp.
TRW—Ross Gear Div.
UNC Naval Products
Walter Kidde & Co.
Warner Elec. Brake
W-K-M Div. ACF Industries, Inc.
Worcester Controls

Metals, Basic

Colt Industries Crucible, Inc.
CWC Castings—Div. Textron, Inc.
International Nickel Co.
Kawecki Berylco Industries, Inc.
Vulcan Mold & Iron Co.—Div. Vulcan, Inc.

Mining

Occidental Oil Shale
Peter Kiewit & Sons, Inc.
Pickands Mather & Co.
Sunshine Mining Co.
Westmoreland Coal Co.

Paper Products

Chesapeake Corp. of Virginia
Consolidated Papers
Continental Forest Industries
Werthan Industries
Westvaco

Petroleum

Amerada Hess Corp.
Baker-Packers
Caltex Petroleum
Gulf Oil Exp. Prod., Co.
Koch Refining Co.
Sonat, Inc.
Standard Oil of Ohio
Tesoro Petroleum
Texas Electric Service Co.
Warren Petroleum Co.

Research Organizations & Labs

Aerospace Corp.
Amax Base Metals Research & Dev., Inc.
Asarco, Inc.
Batelle-Northwest
Brookhaven National Laboratory
Carolina Telephone & Telegraph Co.
Climax Molybdenum Co.
Dictaphone Research & Dev.
Duracell Intl., Inc.
Eaton Corp.
Exxon Product Research Co.
Exxon Research & Engineering Co.
Fermi National Accelerator Laboratory
General Research Corporation
Gould, Inc.
GTE Laboratories, Inc.
Halcon SD Group, Inc.
Hydrocarbon Research, Inc.
Jet Propulsion Lab
Lincoln Telephone & Telegraph
Philips Laboratories
PPG Industries
Rand Corp.
Re/Spec, Inc.
Sandia National Labs
Southwest Research Inst.
Standard Oil Company, Indiana
Sverdrup Tech., Inc.
Syracuse Research Corp.
University of Dayton Research Inst.
Weyerhaeuser Co., Research & Dev.
Woods Hole Oceanographic Inst.

Rubber & Plastic Products, Fabricated

Lord Corp.
Shamban & Co.

Shipbuilding

General Dynamics Co.
National Steel & Shipbuilding Co.
Newport News Shipbuilding & Dry Dock Co.

Textile Products

American Enka Co.

Transportation Services

Gatx Corp.
Norfolk Western RR
Portland Pipe Line
State of Utah Dept. of Transportation
Union Pacific Railroad

Other

Airco, Inc.
Brunswick Corp.
Cabot Corp.
Dentsply Intl.
Hoke, Inc.
Inst. of Gas Tech.
Intertherm, Inc.
Parker Pen Co.
Raychem Corp.
UGI Corp.

FORM A
(Please also complete Form B)

Questionnaire Form for Engineering Graduates in NON-SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1982

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-5 to enable correct classification of your reply.

Fill in the salary data for non-supervisory engineering graduates on the inside of this form. Also provide data for supervisory engineering graduates on Form B.

THEN FILL OUT THE TEAR-OFF STRIP on the right, giving the name of the reporting organization and the person to contact. **DO NOT DETACH** — send the entire form to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product of service code of organization (see below for preferred categories):** ____________________
2. Total number of employees in organization or unit covered by this report (approx): ____________________
3. Total number of engineering graduates employed in this organization or unit: ____________________
4. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________________
5. If any employed NON-SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)
31 Aerospace
37 Automotive & railroad equipment
35 Business machines
51 Ceramic products, stone, clay, glass, cement
11 Chemicals, drugs, plastics
21 Electrical machinery & equipment
26 Electronic equipment
52 Food products
34 Instruments (precision)
56 Lumber & wood products
36 Machinery (other than electrical)
42 Metal products, fabricated
41 Metals, basic
46 Ordnance
53 Paper products
18 Petroleum
55 Rubber & plastic products, fabricated
38 Shipbuilding
54 Textile products
59 Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)
88 Business, trade, publishing
81 Communication services
68 Construction
71 Consultants, engineering & architectural
73 Engineering services, other
61 Mining
74 Research organizations & laboratories
84 Transportation services
86 Electric Utilities
87 Gas Utilities & Pipelines

Government (Specify Level)
01 Federal
02 State
03 Local

Educational Institutions (Specify Type)
91 Colleges & universities
93 Technical institutes & junior colleges
94 Professional societies & non-profit institutions

FORM A

PRESENT SALARY OF NON-SUPERVISORY ENGINEERING GRADUATES

IMPORTANT — please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row — note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level — bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree,** to give a common basis for comparison. If year of graduation cannot be given, report by age. **(average 1981 graduate is 23, etc.)**

SALARY — should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

NON-SUPERVISORY ENGINEERS — should include all engineering graduates whose duties are not primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please include non-supervisory engineering graduates who are currently in non-technical positions.** If any engineering graduates must be omitted, please describe on line 5 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																		
	BACHELORS DEGREE HIGHEST HELD		1981 (23)	1980 (24)	1979 (25)	1978 (26)	1977 (27)	1976 (28)	1975 (29)	1974 (30)	1973 (31)	1970-1972 (32-34)	1967-1969 (35-37)	1964-1966 (38-40)	1961-1963 (41-43)	1958-1960 (44-46)	1955-1957 (47-49)	1952-1954 (50-52)	1949-1951 (53-57)	UP TO 1948 (58+)
101	$83,000 & over																			
102	$78,000-82,999	$5,000 intervals																		
103	$73,000-77,999																			
104	$68,000-72,999																			
105	$63,000-67,999																			
106	$58,000-62,999																			
107	$53,000-57,999																			
108	$48,000-52,999																			
109	$45,000-47,999	$3,000 intervals																		
110	$42,000-44,999																			
111	$39,000-41,999																			
112	$36,000-38,999																			
113	$33,000-35,999																			
114	$30,000-32,999																			
115	$27,000-29,999																			
116	$26,000-26,999	$1,000 intervals																		
117	$25,000-25,999																			
118	$24,000-24,999																			
119	$23,000-23,999																			
120	$22,000-22,999																			
121	$21,000-21,999																			
122	$20,000-20,999																			
123	$19,000-19,999																			
124	$18,000-18,999																			
125	$17,000-17,999																			
126	$16,000-16,999																			
127	Less than $16,000																			
	MASTERS DEGREE HIGHEST HELD																			
201	$83,000 & over																			
202	$78,000-82,999	$5,000 intervals																		
203	$73,000-77,999																			
204	$68,000-72,999																			
205	$63,000-67,999																			
206	$58,000-62,999																			
207	$53,000-57,999																			
208	$48,000-52,999																			
209	$45,000-47,999	$3,000 intervals																		
210	$42,000-44,999																			
211	$39,000-41,999																			
212	$36,000-38,999																			
213	$33,000-35,999																			
214	$30,000-32,999																			
215	$27,000-29,999																			
216	$26,000-26,999	$1,000 intervals																		
217	$25,000-25,999																			
218	$24,000-24,999																			
219	$23,000-23,999																			
220	$22,000-22,999																			
221	$21,000-21,999																			
222	$20,000-20,999																			
223	$19,000-19,999																			
224	$18,000-18,999																			
225	$17,000-17,999																			
226	$16,000-16,999																			
227	Less than $16,000																			
	DOCTORS DEGREE HIGHEST HELD																			
301	$83,000 & over																			
302	$78,000-82,999	$5,000 intervals																		
303	$73,000-77,999																			
304	$68,000-72,999																			
305	$63,000-67,999																			
306	$58,000-62,999																			
307	$53,000-57,999																			
308	$48,000-52,999																			
309	$45,000-47,999	$3,000 intervals																		
310	$42,000-44,999																			
311	$39,000-41,999																			
312	$36,000-38,999																			
313	$33,000-35,999																			
314	$30,000-32,999																			
315	$27,000-29,999																			
316	$26,000-26,999	$1,000 intervals																		
317	$25,000-25,999																			
318	$24,000-24,999																			
319	$23,000-23,999																			
320	$22,000-22,999																			
321	$21,000-21,999																			
322	$20,000-20,999																			
323	$19,000-19,999																			
324	$18,000-18,999																			
325	$17,000-17,999																			
326	$16,000-16,999																			
327	Less than $16,000																			

NOTE: Please use extra caution in filling in shaded areas.

FORM B
(Please also complete Form A)

Questionnaire Form for Engineering Graduates in SUPERVISORY Positions Only

PROFESSIONAL INCOME OF ENGINEERS—1982

A survey conducted by
ENGINEERING MANPOWER COMMISSION
of American Association of Engineering Societies

IN ORDER TO ASSURE COMPLETE CONFIDENTIALITY of employers' returns, please observe the following procedure:

DO NOT put your name and address on this form, but fill in information for questions 1-5 to enable correct classification of your reply.

Fill in the salary data for supervisory engineering graduates on the inside of this form. Also fill in the data for Form A.

THEN FILL OUT THE ADDRESS SHEET ON FORM A and return **BOTH FORMS** to EMC.

If we do not receive a name and address slip with your return, we will have to send you an unnecessary follow-up mailing. Unidentified returns will not be included in the survey results. For further information see the sheet entitled "EMC Policy Regarding Salary Survey Participants."

1. **Product of service code of organization (see below for preferred categories):** ____________
2. Total number of employees in organization or unit covered by this report (approx): ____________
3. Total number of engineering graduates employed in this organization or unit: ____________
4. Please indicate state in which these engineers are predominantly employed, for purposes of determining regional salary differences: ____________
5. If any employed SUPERVISORY engineering graduates are NOT included in this report, please give such additional number and reason for omission:

Number: ____________ Reason: ____________

SURVEY CATEGORIES USUALLY REPORTED BY EMC

Manufacturing Industry Groups (Specify product area below)

31	Aerospace
37	Automotive & railroad equipment
35	Business machines
51	Ceramic products, stone, clay, glass, cement
11	Chemicals, drugs, plastics
21	Electrical machinery & equipment
26	Electronic equipment
52	Food products
34	Instruments (precision)
56	Lumber & wood products
36	Machinery (other than electrical)
42	Metal products, fabricated
41	Metals, basic
46	Ordnance
53	Paper products
18	Petroleum
55	Rubber & plastic products, fabricated
38	Shipbuilding
54	Textile products
59	Other (Please specify only if none of the above categories is satisfactory)

Non-Manufacturing Industry Groups (Specify service area below)

88	Business, trade, publishing
81	Communication services
68	Construction
71	Consultants, engineering & architectural
73	Engineering services, other
61	Mining
74	Research organizations & laboratories
84	Transportation services
86	Electric Utilities
87	Gas Utilities & Pipelines

Government (Specify Level)

01	Federal
02	State
03	Local

Educational Institutions (Specify Type)

91	Colleges & universities
93	Technical institutes & junior colleges
94	Professional societies & non-profit institutions

FORM B

PRESENT SALARY OF SUPERVISORY ENGINEERING GRADUATES ONLY

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of salary bracket, highest degree held, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for each degree level – bachelor, master, or doctor. Individuals are to be reported in the section corresponding to highest degree level, but within each section they are to be reported in the column for their **year of graduation with bachelor's degree**, to give a common basis for comparison. If year of graduation cannot be given, report by age. (average 1981 graduate is 23, etc.)

SALARY – should include base salary before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, stock options, bonuses, etc.

SUPERVISORY ENGINEERS – should include all engineering graduates whose duties are primarily supervisory or managerial. It is recognized that the precise definition of this group will vary somewhat from company to company. **Please report all supervisory engineering graduates, including those who are in general management or non-technical positions.** If any must be omitted, please describe them on line 5 of the cover page of this form. **Do not report part-time employees.**

	ANNUAL SALARY		YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	BACHELORS DEGREE HIGHEST HELD		1981 (23)	1980 (24)	1979 (25)	1978 (26)	1977 (27)	1976 (28)	1975 (29)	1974 (30)	1973 (31)	1970-1972 (32-34)	1967-1969 (35-37)	1964-1966 (38-40)	1961-1963 (41-43)	1958-1960 (44-46)	1955-1957 (47-49)	1952-1954 (50-52)	1947-1951 (53-57)	UP TO 1946 (58+)	
101	$83,000 & over																				101
102	$78,000-82,999	$5,000 intervals																			102
103	$73,000-77,999																				103
104	$68,000-72,999																				104
105	$63,000-67,999																				105
106	$58,000-62,999																				106
107	$53,000-57,999																				107
108	$48,000-52,999																				108
109	$45,000-47,999	$3,000 intervals																			109
110	$42,000-44,999																				110
111	$39,000-41,999																				111
112	$36,000-38,999																				112
113	$33,000-35,999																				113
114	$30,000-32,999																				114
115	$27,000-29,999																				115
116	$26,000-26,999	$1,000 intervals																			116
117	$25,000-25,999																				117
118	$24,000-24,999																				118
119	$23,000-23,999																				119
120	$22,000-22,999																				120
121	$21,000-21,999																				121
122	$20,000-20,999																				122
123	$19,000-19,999																				123
124	$18,000-18,999																				124
125	$17,000-17,999																				125
126	$16,000-16,999																				126
127	Less than $16,000																				127

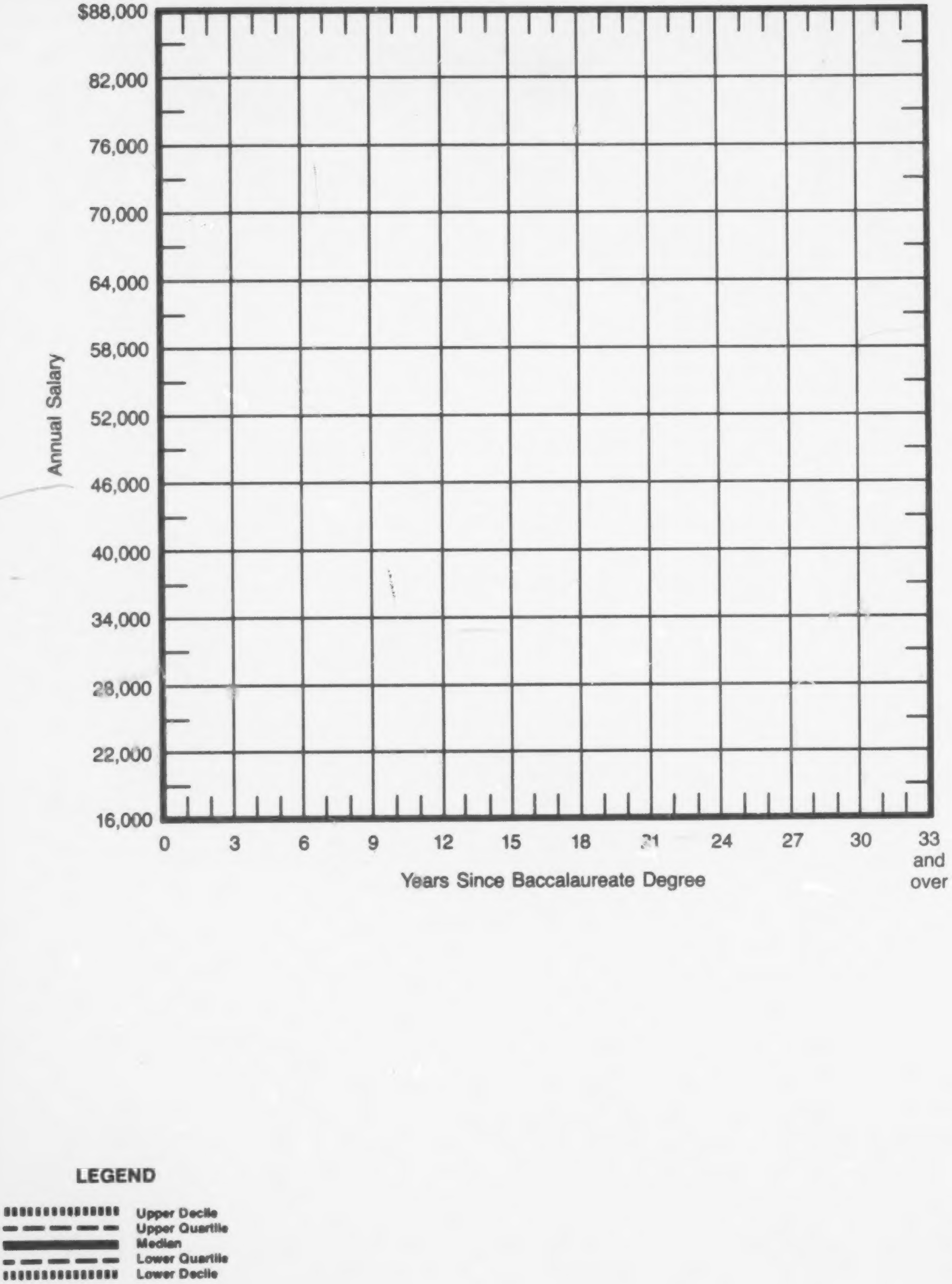
MASTERS DEGREE HIGHEST HELD

201	$83,000 & over																				201
202	$78,000-82,999	$5,000 intervals																			202
203	$73,000-77,999																				203
204	$68,000-72,999																				204
205	$63,000-67,999																				205
206	$58,000-62,999																				206
207	$53,000-57,999																				207
208	$48,000-52,999																				208
209	$45,000-47,999	$3,000 intervals																			209
210	$42,000-44,999																				210
211	$39,000-41,999																				211
212	$36,000-38,999																				212
213	$33,000-35,999																				213
214	$30,000-32,999																				214
215	$27,000-29,999																				215
216	$26,000-26,999	$1,000 intervals																			216
217	$25,000-25,999																				217
218	$24,000-24,999																				218
219	$23,000-23,999																				219
220	$22,000-22,999																				220
221	$21,000-21,999																				221
222	$20,000-20,999																				222
223	$19,000-19,999																				223
224	$18,000-18,999																				224
225	$17,000-17,999																				225
226	$16,000-16,999																				226
227	Less than $16,000																				227

DOCTORS DEGREE HIGHEST HELD

301	$83,000 & over																				301
302	$78,000-82,999	$5,000 intervals																			302
303	$73,000-77,999																				303
304	$68,000-72,999																				304
305	$63,000-67,999																				305
306	$58,000-62,999																				306
307	$53,000-57,999																				307
308	$48,000-52,999																				308
309	$45,000-47,999	$3,000 intervals																			309
310	$42,000-44,999																				310
311	$39,000-41,999																				311
312	$36,000-38,999																				312
313	$33,000-35,999																				313
314	$30,000-32,999																				314
315	$27,000-29,999																				315
316	$26,000-26,999	$1,000 intervals																			316
317	$25,000-25,999																				317
318	$24,000-24,999																				318
319	$23,000-23,999																				319
320	$22,000-22,999																				320
321	$21,000-21,999																				321
322	$20,000-20,999																				322
323	$19,000-19,999																				323
324	$18,000-18,999																				324
325	$17,000-17,999																				325
326	$16,000-16,999																				326
327	Less than $16,000																				327

NOTE: Please use extra caution in filling in shaded areas.


$88,000
82,000
76,000
70,000
64,000
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46,000
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34,000
28,000
22,000
16,000
Annual Salary
0
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9
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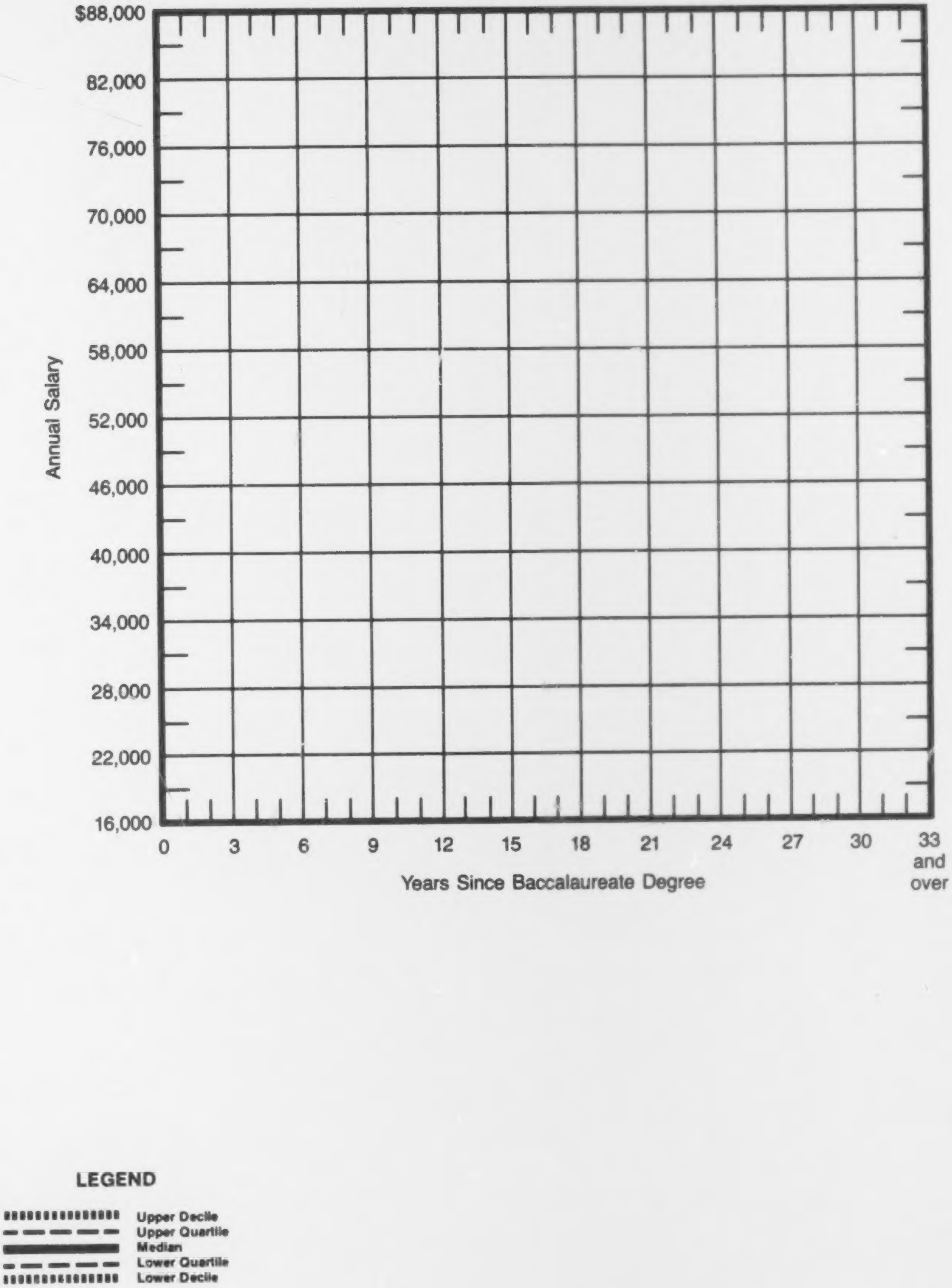
18
21
24
27
30
33 and over
Years Since Baccalaureate Degree
LEGEND
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile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82,000
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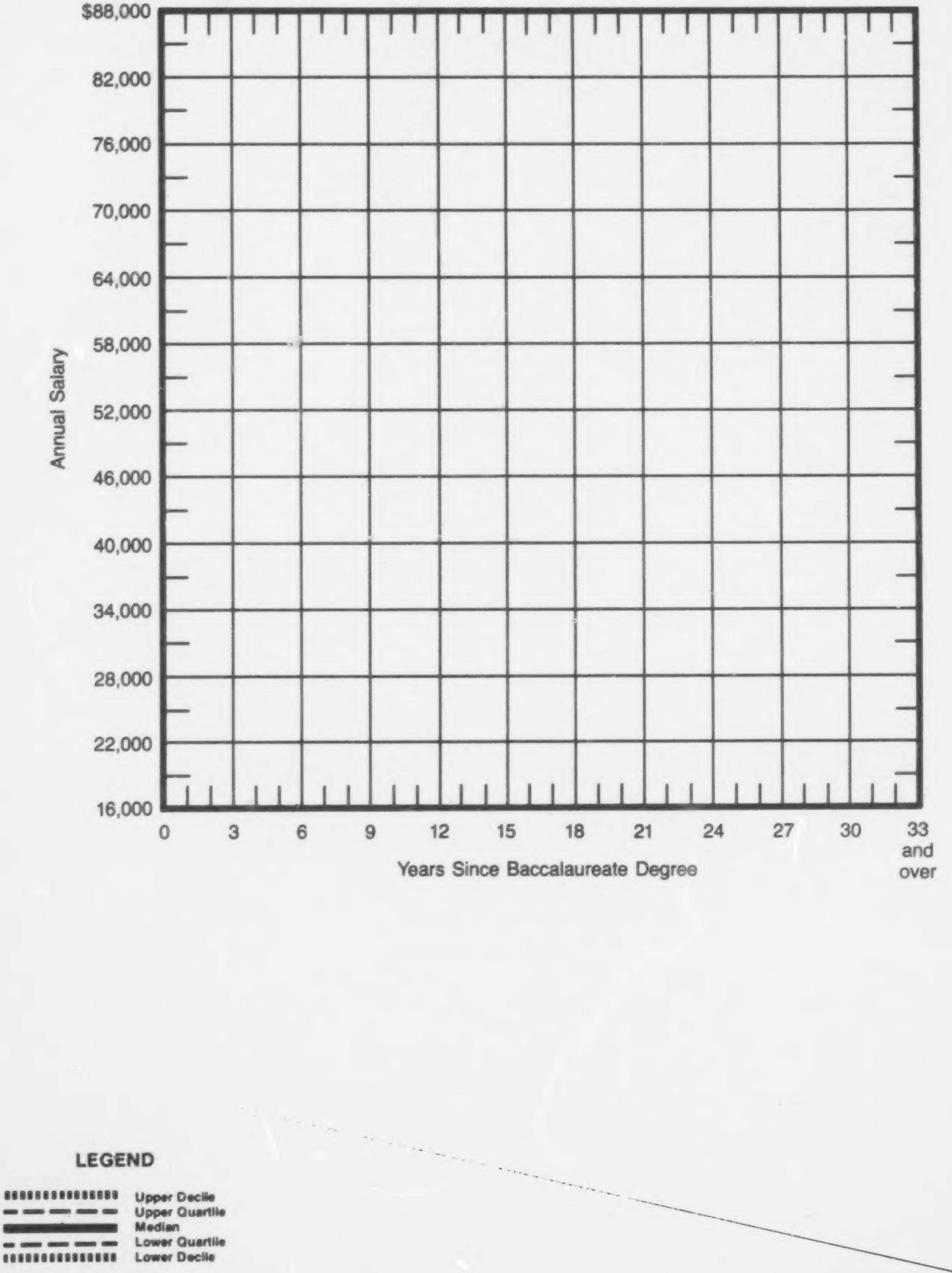
33 and over
Years Since Baccalaureate Degree
LEGEND
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile



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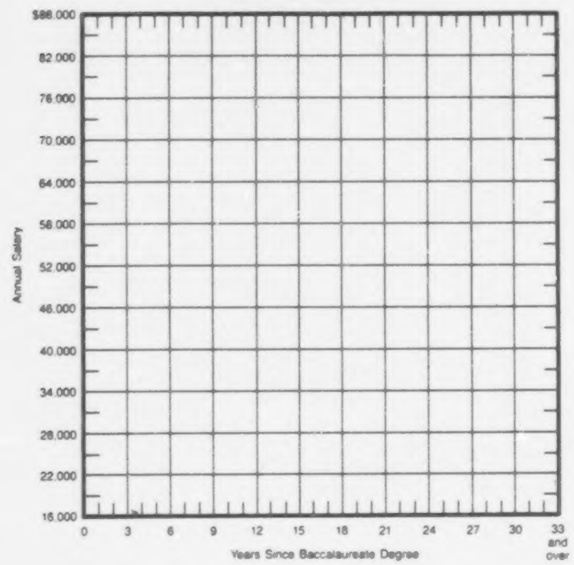
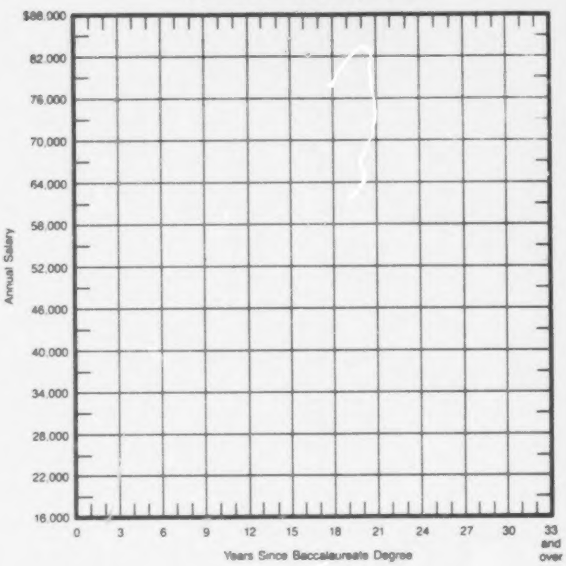
Years Since Baccalaureate Degree
LEGEND
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

SUPERVISORS



NON-SUPERVISORS



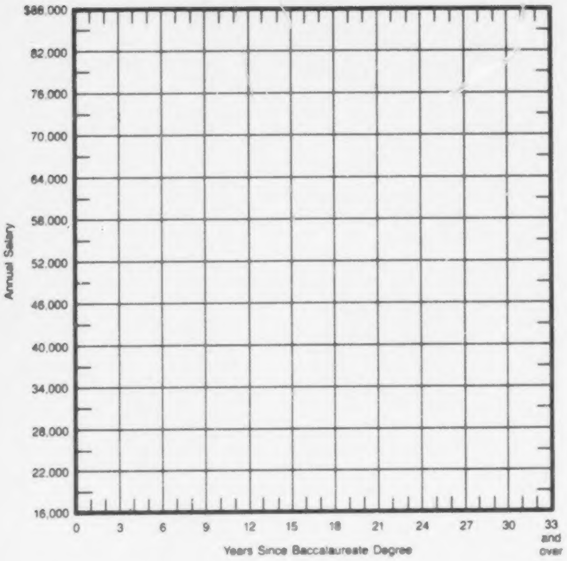
SUPERVISORS

NON-SUPERVISORS

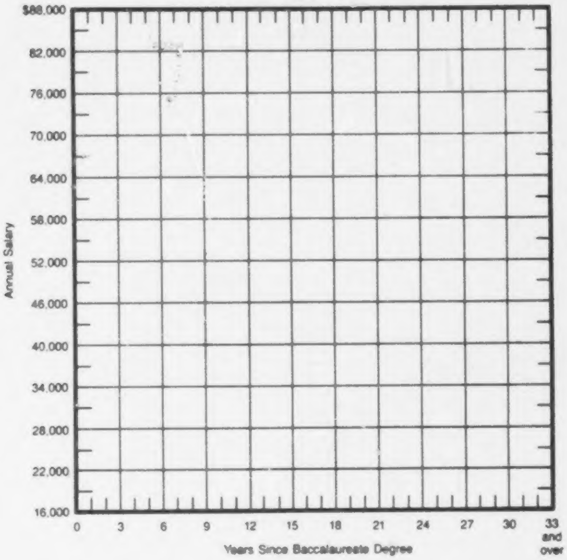
LEGEND

- ▪▪▪▪▪▪▪▪ **Upper Decile**
- — — — **Upper Quartile**
- ▬▬▬ **Median**
- — — — **Lower Quartile**
- ▪▪▪▪▪▪▪▪ **Lower Decile**

SUPERVISORS



NON-SUPERVISORS



SUPERVISORS

NON-SUPERVISORS

LEGEND

▪▪▪▪▪▪▪▪▪ Upper Decile
— — — Upper Quartile
━━━━ Median
— — — Lower Quartile
▪▪▪▪▪▪▪▪▪ Lower Decile

AAES

MEMBER SOCIETIES

American Society of Civil Engineers	1852
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.	1871
The American Society of Mechanical Engineers	1880
The Institute of Electrical & Electronics Engineers	1884
American Society for Engineering Education	1893
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.	1894
American Society of Agricultural Engineers	1907
American Institute of Chemical Engineers	1908
American Society for Metals	1913
National Council of Engineering Examiners	1920
Society of Manufacturing Engineers	1932
American Institute of Aeronautics and Astronautics	1932
National Society of Professional Engineers	1934
National Institute of Ceramic Engineers	1938
Society of Allied Weight Engineers, Inc.	1939
Society of Plastics Engineers, Inc.	1941
American Society for Quality Control	1946
Standards Engineering Society	1947
American Institute of Industrial Engineers, Inc.	1948
Society of Women Engineers	1950
Society of Fire Protection Engineers	1950
American Institute of Plant Engineers	1954
American Nuclear Society	1954
American Academy of Environmental Engineers	1955
American Association of Cost Engineers	1956
System Safety Society	1962
Association of Energy Engineers	1977
American Indian Science & Engineering Society	1977

ASSOCIATE SOCIETIES

The Tau Beta Pi Association, Inc.	1885
Air Pollution Control Association	1907
American Council of Independent Laboratories, Inc.	1937
American Congress on Surveying & Mapping	1941
National Association of Corrosion Engineers	1945
Federation of Materials Societies	1972
National Action Council for Minorities in Engineering, Inc.	1980

REGIONAL SOCIETIES

Western Society of Engineers	1869
The Cleveland Engineering Society	1880
Engineering Society of Detroit	1895
Washington Society of Engineers	1905
Colorado Society of Engineers	1916
Colorado Engineering Council	1919
Engineering Societies of New England, Inc.	1923
Quad-Cities Engineering and Science Council	1969

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